LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU *PEER REVIEW*
KARYA ILMIAH : JURNAL ILMIAH INTERNASIONAL

Judul Jurnal Ilmiah (Artikel) : Concept analysis of nurse retention., <u>Corresponding author</u>: Ferry Efendi, Emaiel: ferry-e@fkp.unair.ac.id.

Jumlah penulis : 1)Ferry Efendi RN, MSc, PhD, 2) Anna Kurniati SKM, MA, PhD, 3) Angeline Bushy RN, PhD, FAAN, 4) Joko Gunawan RN   4 .(empat) orang

Status Pengusul : Penulis Ke.1 dari 4 penulis..

Identitas Jurnal Ilmiah :
a. Nama Jurnal : Journal Nursing and Health Sciences
b. Nomor ISSN: 1441-0745
c. Volume, Nomor, bulan, tahun : Vol. 21 No. 4 tahun 2019
d. Penerbit :   Black Well Publishing
e. DOI artikel : 10.1111/nhs.12629
f. Alamat web Jurnal : https://onlinelibrary.wiley.com/doi/abs/10.1111/nhs.12629
g. Terindek di Scimagojr/Thomson Reuter ISI Knowledge atau di : ...

Kategori Publikasi Jurnal Ilmiah :

☐ Jurnal Ilmiah Internasional Bereputasi (SJR > 0,10)

☐ Jurnal Ilmiah Internasional Bereputasi (SJR < 0,10)

(beri ✓ pada kategori yang tepat)

☐ Jurnal Ilmiah International terindeks di Web of science clarivate analytics / kelompok emerging sources citation indeks (tidak terindeks SJR)

Hasil Penilaian *Peer Review* :

Komponen Yang Dinilai	Nilai Maksimal Jurnal Ilmiah			Nilai Akhir yang Diperoleh
	Internasional Bereputasi (SJR > 0,10)	Internasional Bereputasi (SJR < 0,10)	Internasional (tidak terindek SJR)	
	Nilai Maks: 40	Nilai Maks: 30	Nilai Maks: 20	
a. Kelengkapan unsur isi jurnal ilmiah (10%)	4	3	2	3,85
b. Ruang lingkup dan kedalaman pembahasan (30%)	12	9	6	11,55
c. Kecukupan dan kemutahiran data/informasi dan metodologi (30%)	12	9	6	11,55
d. Kelengkapan unsur dan kualitas terbitan (30%)	12	9	6	11,55
Total = (100%)	40	30	20	38,5
Nilai Pengusul =				

Surabaya,
Reviewer ,1

Prof. Dr. H. Nursalam, M.Nurs (Hons)
NIP. 196612251989031004

Unit Kerja : Fakultas Keperawatan
Universitas Airlangga

Catatan Peer Reviewer :

1. Tentang Kelengkapan Unsur isi
   Kelengkapan artikel ini baik karena sudah sesuai dengan kaidah penulisan artikel Ilmiah dengan komponen terdiri dari abstrak, Pendahuluan, metode, pembahasan serta kesimpulan dan referensi. Artikel yang dibuat merupakan hasil konsepsi dan analisis mendalam terhadap suatu isu yang ditujukan untuk memperjelas konsep yang sudah ada.

2. Ruang lingkup dan kedalaman pembahasan
   Ruang lingkup penelitian ini membahas mengenai konsep retensi perawat secara komprehensif menggunakan konsep analisis menurut Walker & Avant yang populer dibidang keperawatan. Dalam artikel dibahas 8 tahapan yang menjadi basis pendekatan untuk mendalami konsep retensi perawat. Pembahasan yang mendalam terkait konsep retensi perawat dijabarkan dengan contoh kasusnya.

3. Kecukupan dan Kemutakhiran data / informasi dan metodologi
   Penerapan konsep analisis yang diterapkan pada studi ini yaitu atribut, antiseden, dan konsekuensi dengan data yang mutakhir. Metodologi yang digunakan sudah tepat untuk menjawab pertanyaan penelitian. Rekomendasi peneliti terhadap hasil analisis konsep ini adalah perlunya dikembangkan instrumen konsep analis yang bisa digunakan untuk mempertahankan staf terbaik suatu rumah sakit atau unit pelayanan kesehatan terkait di suatu instansi, khususnya untuk staf tenaga keperawatan.

4. Kelengkapan unsur dan kualitas terbitan
   Kualitas dan kelengkapan unsur penerbit sudah baik serta ter-index database internasional bereputasi yaitu Scopus Q2 (SJR 2018 : 0.563 - H-index 44) dan disertai DOI pula setiap artikel ilmiah yang diterbitkan oleh jurnal. Jurnal diterbitkan oleh Wiley Online dan index similarity artikel menggunakan turnitin menunjukkan kemiripan sebesar 11%. Penerbit jurnal tidak masuk kedalam Beall's list

Surabaya,
Reviewer, 1

Prof. Dr. H. Nursalam, M.Nurs (Hons)
NIP. 196612251989031004

Unit Kerja : Fakultas Keperawatan
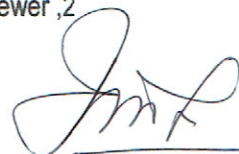Universitas Airlangga

LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU *PEER REVIEW*
KARYA ILMIAH : JURNAL ILMIAH INTERNASIONAL

Judul Jurnal Ilmiah (Artikel) : Concept analysis of nurse retention., <u>Corresponding author</u>: Ferry Efendi, Emaiel: ferry-e@fkp.unair.ac.id.

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g. Terindek di Scimagojr/Thomson Reuter ISI Knowledge atau di : ...

Kategori Publikasi Jurnal Ilmiah :
[✓] Jurnal Ilmiah Internasional Bereputasi (SJR > 0,10)

[ ] Jurnal Ilmiah Internasional Bereputasi (SJR < 0,10)

(beri ✓pada kategori yang tepat)
[ ] Jurnal Ilmiah International terindeks di Web of science clarivate analytics / kelompok emerging sources citation indeks (tidak terindeks SJR)

Hasil Penilaian *Peer Review* :

Komponen Yang Dinilai	Nilai Maksimal Jurnal Ilmiah			Nilai Akhir yang Diperoleh
	Internasional Bereputasi (SJR > 0,10)	Internasional Bereputasi (SJR < 0,10)	Internasional (tidak terindek SJR)	
	Nilai Maks: 40	Nilai Maks: 30	Nilai Maks: 20	
a. Kelengkapan unsur isi jurnal ilmiah (10%)	4	3	2	3,8
b. Ruang lingkup dan kedalaman pembahasan (30%)	12	9	6	11,40
c. Kecukupan dan kemutahiran data/informasi dan metodologi (30%)	12	9	6	11,40
d. Kelengkapan unsur dan kualitas terbitan (30%)	12	9	6	11,40
Total = (100%)	40	30	20	38
Nilai Pengusul =				

Surabaya,
Reviewer ,2

Dr.Tintin Sukartini, S.Kp., M.Kes.
NIP. 197212172000032001

Unit Kerja : Fakultas Keperawatan
Universitas Airlangga

Catatan Peer Reviewer :

1. Tentang Kelengkapan Unsur isi

Kelengkapan artikel ini sangat baik, sesuai dengan kaidah Ilmiah. Artikel ini memiliki komponen yaitu abstrak, pendahuluan, metode penelitian, hasil dan pembahasan serta kesimpulan. Daftar referensi yang digunakan sudah memenuhi aspek-aspek relevansi, proporsionalitas dan kebaruan.

2. Ruang lingkup dan kedalaman pembahasan

Ruang lingkup penelitian ini membahas mengenai ulasan konsep retensi perawat yang masih ambigu dikarenakan adanya penggunaan definisi yang berbeda-beda dalam berbagai studi terkait sehingga kurang dapat dipahami. Metode pembuktian dilakukan menggunakan analisis konsep yang ditujukan sebagai upaya untuk memperjelas definisi dan mengukur berbagai atribut yang berkaitan dengan retensi perawat. Tema penelitian dan tujuan yang ingin dicapai sesuai dengan bidang ilmu dan keahlian penulis dalam bidang keperawatan.
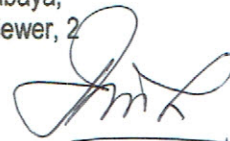
3. Kecukupan dan Kemutakhiran data / informasi dan metodologi

Analisis dalam desain penelitian ini dilakukan dengan menggunakan pendekatan delapan (8) tahapan prosedur analisis yang dikembangkan oleh Walker dan Avant (2004). Proses analisis memanfaatkan kajian terhadap berbagai literatur yang sudah dipublikasikan dan terindek dibeberapa database bibliografi terkemuka. Penggunaan metode analisis sudah sesuai dengan tujuan penelitian yang ingin menganalisis suatu konsep sehingga dapat diuraikan semua atribut dan anteseden yang lebih memperjelas konsep retensi perawat

4. Kelengkapan unsur dan kualitas terbitan

Kualitas dan kelengkapan unsur penerbit baik serta terindex database International bereputasi yaitu scopus Qi (SJR 2018 0.565) dengan disertai DOI pada setiap terbitan artikelnya. Diterbitkan oleh Penerbit Wiley online yang berbasis di United kingdom dan merupakan penerbit bereputasi internasional. Penerbit ini tidak termasuk dalam Beall's List. Index similarity melalui Turnitin menunjukan kemiripan sebesar 11%

Surabaya,
Reviewer, 2

Dr.Tintin Sukartini, S.Kp., M.Kes.
NIP. 197212172000032001

Unit Kerja : Fakultas Keperawatan
Universitas Airlangga

HASIL VALIDASI DAN PENILAIAN
KARYA ILMIAH DOSEN UNIVERSITAS AIRLANGGA
(MEDIA PUBLIKASI KARYA ILMIAH: JURNAL ILMIAH INTERNASIONAL)

A. Identitas Karya Ilmiah

Judul Jurnal Ilmiah (Artikel)	:	Concept analysis of nurse retention., Corresponding author: Ferry Efendi, Emaiel: ferry-e@fkp.unair.ac.id.
Jumlah penulis	:	1)Ferry Efendi RN, MSc, PhD, 2) Anna Kurniati SKM, MA, PhD, 3) Angeline Bushy RN, PhD, FAAN, 4) Joko Gunawan RN 4 .(empat) orang
Status Pengusul	:	Penulis Ke.1 dari 4 penulis.
Identitas Jurnal Ilmiah	:	a. Nama Jurnal : Journal Nursing and Health Sciences
		b. Nomor ISSN: 1442-2018
		c. Volume, Nomor, bulan, tahun : Vol. 21 No. 4 tahun 2019
		d. Penerbit : John Wiley & Sons Australia, Ltd
		e. DOI artikel : 10.1111/nhs.12629
		f. Alamat web Jurnal : https://onlinelibrary.wiley.com/doi/abs/10.1111/nhs.12629
		g. Terindek di Scimagojr/Thomson Reuter ISI Knowledge atau di : ...

B. Kategori Publikasi Jurnal Ilmiah   :   ☐ Jurnal Ilmiah Internasional Bereputasi (SJR > 0,10)

(beri ✓pada kategori yang tepat)   :   ☐ Jurnal Ilmiah Internasional Bereputasi (SJR < 0,10)

☐ Jurnal Ilmiah International terindeks di Web of science clarivate analytics / kelompok emerging sources citation indeks (tidak terindeks SJR)

C. Rekapitulasi hasil penilaian angka kredit

	Komponen yang dinilai	Reviewer I	Reviewer II	Nilai Rata-rata
a.	Kelengkapan unsur isi Jurnal Ilmiah (10%)	3,85	3,8	
b.	Ruang lingkup dan kedalaman pembahasan (30%)	11,55	11,40	11,48
c.	Kecukupan dan kemutakhiran data/informasi dan metodologi (30%)	11,55	11,40	11,48
d.	Kelengkapan unsur dan kualitas terbitan (30%)	11,55	11,40	11,48
	Total = (100%)	38,5	38	38,25

D. Hasil Validasi Ketua Departemen

Telah diperiksa dan divalidasi dengan baik, dan sampai pernyataan ini dibuat sebagai karya ilmiah **original / plagiat*,** sehingga kami turut bertanggung jawab bahwa karya ilmiah tersebut telah memenuhi syarat kaidah ilmiah, norma akademik, dan norma hukum, sesuai dengan Peraturan Menteri Pendidikan Nasional Nomor 17 Tahun 2010 tanggal 16 Agustus 2010 tentang Pencegahan dan Pananggulangan Plagiat di Perguruan Tinggi. Namun demikian, apabila di kemudian hari ternyata terbukti bahwa karya ilmiah tersebut merupakan karya Ilmiah Plagiat, maka akan menjadi tanggung jawab mutlak penulis tersebut di atas, baik secara perdata maupun pidana.

Demikian surat pernyataan ini saya buat untuk dipergunakan sebagaimana mestinya

Surabaya,
Ketua Departemen,Kep. Lanjut

Dr. Yulis Setiya Dewi, S.Kep.Ns., M.Ng.
NIP. 197507092005012001Unit Kerja :

Unit Kerja : Fakultas Keperawatan
UniversitasAirlangga

* Coret salah satu

Dear Mr. Efendi:

Your manuscript entitled "A Concept Analysis of Nurse Retention" has been successfully submitted online and is presently being given full consideration for publication in Nursing and Health Sciences.

Co-authors: Please contact the Editorial Office as soon as possible if you disagree with being listed as a co-author for this manuscript.

Your manuscript ID is NHS-0516-2018.

Please mention the above manuscript ID in all future correspondence or when calling the Editorial Office for questions. If there are any changes in your contact details or address, please log in to ScholarOne Manuscripts at https://mc.manuscriptcentral.com/nhs and edit your user information as appropriate.

You can also view the status of your manuscript at any time by checking your Author Center after logging in to https://mc.manuscriptcentral.com/nhs.

Thank you for submitting your manuscript to Nursing and Health Sciences.

Yours sincerely,
Editorial Office, Nursing and Health Sciences
nhs@yamaguchi-u.ac.jp

12-Jan-2019

Dear Mr. Efendi:

Manuscript ID NHS-0516-2018 entitled "A Concept Analysis of Nurse Retention" which you submitted to the Nursing and Health Sciences has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended some major revisions to your manuscript before it could be reconsidered for publication. I invite you to respond to the reviewer(s)' comments and revise your manuscript. Please be aware, however, that we cannot guarantee its publication on revision.

Before resubmitting please ensure that the revised manuscript conforms to ALL aspects of the Guidelines for Authors for NHS, and that all co-authors agree with the version. Please also ensure that your manuscript is carefully and professionally edited for English language before resubmission.

To revise your manuscript, log into https://mc.manuscriptcentral.com/nhs and enter your Author Center, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using bold or colored text.

Once the revised manuscript is prepared, you can upload it and submit it through your Author Center.

When submitting your revised manuscript, you must provide a response to comments made by the reviewer(s) in the 'Response to Decision Letter' section. Please make a general statement in this section to describe that you have responded to all the reviewers' comments, and that you have also submitted a separate "Response to Reviewer Comments" file, as described below.

1. Since the reviewers have made a number of suggestions for change, you must also submit a separate Word file listing individually ALL the changes you have made. Label the Word file: "Response to Decision Letter" and include the date.

2. Make two-column table. In one column list down all the reviewer comments. In the second column list down the responses you made to EACH of the comments.   In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewers, and make sure your name does not appear in your response to allow blinded review. If you have been asked to ensure that professional English editing has been done on your manuscript, please make this comment in this section.

3. Upload the above response table as 'Author Response'.

Please note that if the above file is NOT submitted with the new version of your manuscript, we will not be able to proceed with further review.

IMPORTANT: Your original files are available to you when you upload your revised manuscript. Please delete any redundant files before completing the submission.

Because we work to timely publication of manuscripts submitted to Nursing and Health Sciences, your revised manuscript should be uploaded as soon as possible. If it is not possible for you to submit your revision within three months, we may have to consider your paper as a new submission.

Please note that the length of a manuscript must not exceed 4,000 words for research articles and 6,000 for review articles. The title page and Reference pages are not counted in the total. A page charge of 25,000 Japanese Yen per excess page may be levied to the author(s) when articles exceed 8 printed pages for a research article and 10 pages for a review article after

proof copying. Authors are therefore requested to ensure that tables, figures and other supplementary material are kept to a minimum.

NHS values academic integrity and plagiarism is not tolerated. Plagiarism covers the use or close imitation of ideas, language, and thoughts of other author(s) or own prior work without authorization or proper paraphrases and reference, regardless of whether the ideas, language, and thoughts are expressed using the same words, tables, or graphics. All manuscripts now undergo plagiarism check using Cross-Check, an anti-plagiarism software, prior to acceptance.

Once again, thank you for submitting your manuscript to Nursing and Health Sciences and I look forward to receiving your revision.

Yours sincerely,

Professor Teresa Stone
Editor-in-Chief, Nursing & Health Sciences
nhs@yamaguchi-u.ac.jp

Associate Editor
Comments to Author:
Nursing and Health Sciences has published similar papers to your study in the last 18 months: I suggest that you review these to give you a clear idea on how to set out your paper.

Can we suggest that you get your manuscript professionally edited for English after all co-authors have helped in the re-writing process before re-submission.
     Please check paragraphing:
https://owl.english.purdue.edu/owl/resource/606/01/

     Check intext referencing Please check references – Usually no more than three references should be used to support a single idea. I suggest that you remove the more dated ones.

    Check spelling

Keywords: to increase citations consider using a recognised list of keywords from databases for example: Medline uses Medical Subject Headings (MeSH®); and Cumulative Index to Nursing and Allied Health (CINAHL) subject headings.
(see http://www.nlm.nih.gov/mesh/meshhome.html).

Ensure key words and phrases appear in your abstract several times, and when appropriate, use your key words in article section headings.
For more detailed information on Search Engine Optimization (SEO), including helpful examples, go to http://authorservices.wiley.com/bauthor/seo.asp.

Lastly please ensure you include a Contributions section at the end of the

manuscript.

Reviewer: 1

Comments to the Author
This manuscript represents a solid analysis of the critical concept of Nurse Retention. However, the grammatical and punctuation errors throughout the document would benefit from strong English language support.This will allow your important points about turnover and retention to be clearly made. Manuscript examples include adding the preposition "of" on Page 2, Line 16, so it reads "global shortage of approximately 4.3 million...", adding the word "a" on page 3, Line 11 so it will read "World Health Assembly decided to adopt a resolution...", also adding the word "and" to Page 3, Line 20 after the phrase "used turnover rates " so it will read "turnover rates and measured nurse retention rates". Also check spelling closely to avoid misspelling the word "hampers" as seen on page 2, Line 16.

Reviewer: 2

Comments to the Author
Thank you for your concept analysis on a very important topic. However, you need to make changes to this manuscript if you would like to see it published one day.
Some editing is needed throughout, to address issues of grammar and punctuation, as well as attention to referencing to make sure it adheres to the guidelines for N&HS. For example, there are some unfinished sentences and confusing writing. (for example, the paragraph on top of page 4 has unclear meaning).

The study aim needs some work in the first sentence
Throughout the manuscript avoid using the authors' names twice when describing what the authors stated and then in the reference.

 I believe the design section needs work. Just briefly describe the design of the study. Then you can describe the literature review, then give a section how you analyzed the data, and this should include the stages of the model by Walker and Avant. Look at other recent concept analysis papers that used this model to help you set out your methods a little clearer, and to give more information on how you retrieved and selected the publications to be used in the analysis. Additionally, check those papers in high-quality journals to help you to set out your results a little better.   Your paper is quite long and you need to develop some efficiency

In the results section you need to be very careful about the referencing and quotation of content, for example directly cited material in inverted commas needs page numbers.

Much of the literature described in the introduction is dated and needs contemporary discussion of the issues involved as well as up to date statistics (ie literature from the last 5 years and most up to date statistics available). In the abstract justification for the concept analysis needs to be given.
In the introduction, there is no clear justification in the opening paragraphs as to why you have chosen to do a concept analysis of nurse retention.
Your title is about nurse retention, but you chose to use key words about health worker to

retrieve literature, and in the results section you discuss health workers again.   I think you need to be much more specific and focus just on the retention of nurses.   And cut out extraneous information about health workers if you want this to be a well-focused concept analysis. (even given your statement in the abstract about retention being important/a priority for human resources for health). Throughout you have followed the Walker and Avant model well to analyse the concept.   Please describe the limitations of this concept analysis.   With careful attention to the above points, I think this paper will be publishable. Best wishes for a careful revision.

To: Professor Teresa Stone
Editor-in-Chief, Nursing & Health Sciences

Re: Revised Manuscript, A Concept Analysis of Nurse Retention

Date: 25 January 2019
_____

Dear Professor Teresa Stone,

Thank you for your email dated 13 January 2019 with the reviewer comments for the manuscript titled "A Concept Analysis of Nurse Retention" (Manuscript ID NHS-0516-2018). As directed by your correspondence, we are submitting a revised manuscript with changes highlighted using the red color in MS Word that addresses all reviewer comments and suggestions. Below, please find the reviewer's and editor's comments and how each is addressed in the revised manuscript. We thank you for the opportunity to accept this revised manuscript.

Associate Editor Comments	Response
Nursing and Health Sciences has published similar papers to your study in the last 18 months: I suggest that you review these to give you a clear idea on how to set out your paper.	Thank you very much, we have reviewed the published similar papers.
Can we suggest that you get your manuscript professionally edited for English after all co-authors have helped in the re-writing process before re-submission.	Thank you very much, the manuscript has been edited by professional proofreader.
Please check paragraphing: https://owl.english.purdue.edu/owl/resource/606/01/	Many thanks for this great
Check intext referencing Please check references – Usually no more than three references should be used to support a single idea. I suggest that you remove the more dated ones.	Thank you very much, we have revised as suggested.
Check spelling	Thank you very much, the manuscript has been edited by professional proofreader.

Keywords: to increase citations consider using a recognised list of keywords from databases for example: Medline uses Medical Subject Headings (MeSH®); and Cumulative Index to Nursing and Allied Health (CINAHL) subject headings. (see http://www.nlm.nih.gov/mesh/meshhome.html). Ensure key words and phrases appear in your abstract several times, and when appropriate, use your key words in article section headings. For more detailed information on Search Engine Optimization (SEO), including helpful examples, go to http://authorservices.wiley.com/bauthor/seo.asp.	Thank you very much, we have referred to MeSH.
Lastly please ensure you include a Contributions section at the end of the manuscript.	We have added this point.
Reviewer: 1	
This manuscript represents a solid analysis of the critical concept of Nurse Retention. However, the grammatical and punctuation errors throughout the document would benefit from strong English language support.This will allow your important points about turnover and retention to be clearly made.	Thank you very much, the manuscript has been edited by professional proofreader.
Manuscript examples include adding the preposition "of" on Page 2, Line 16, so it reads "global shortage of approximately 4.3 million...",	Thank you very much, it's been added.
adding the word "a" on page 3, Line 11 so it will read "World Health Assembly decided to adopt a resolution...",	Thank you very much, we have revised it.
also adding the word "and" to Page 3, Line 20 after the phrase "used turnover rates " so it will read "turnover rates and measured nurse retention rates". Also check spelling closely to avoid misspelling the word "hampers" as seen on page 2, Line 16.	Thank you very much, it's been added.
Reviewer: 2	
Thank you for your concept analysis on a very important topic. However, you need to make changes to this manuscript if you would like to see it published one day. Some editing is needed throughout, to address issues of grammar and punctuation, as well as attention to referencing to make sure it adheres to the guidelines for N&HS. For example, there are some unfinished sentences and confusing writing. (for example, the paragraph on top of page 4 has unclear meaning).	Thank you very much, we have sent the manuscript to professional English editor.

The study aim needs some work in the first sentence	We have revised it.
Throughout the manuscript avoid using the authors' names twice when describing what the authors stated and then in the reference.	Thank you very much, we have revised it.
I believe the design section needs work. Just briefly describe the design of the study. Then you can describe the literature review, then give a section how you analyzed the data, and this should include the stages of the model by Walker and Avant. Look at other recent concept analysis papers that used this model to help you set out your methods a little clearer, and to give more information on how you retrieved and selected the publications to be used in the analysis. Additionally, check those papers in high-quality journals to help you to set out your results a little better. Your paper is quite long and you need to develop some efficiency	Thank you very much, we have revised it.
In the results section you need to be very careful about the referencing and quotation of content, for example directly cited material in inverted commas needs page numbers.	Revised as suggested.
Much of the literature described in the introduction is dated and needs contemporary discussion of the issues involved as well as up to date statistics (ie literature from the last 5 years and most up to date statistics available).	Thank you very much, we have tried our best to update the literature with the latest one.
In the abstract justification for the concept analysis needs to be given.	Added as suggested.
In the introduction, there is no clear justification in the opening paragraphs as to why you have chosen to do a concept analysis of nurse retention.	We have added the justification as suggested.
Your title is about nurse retention, but you chose to use key words about health worker to retrieve literature, and in the results section you discuss health workers again. I think you need to be much more specific and focus just on the retention of nurses. And cut out extraneous information about health workers if you want this to be a well-focused concept analysis. (even given your statement in the abstract about retention being important/a priority for human resources for health).	Thank you very much, we have focused to the issue of nurse retention.
Throughout you have followed the Walker and Avant model well to analyse the concept. Please describe the limitations of this concept analysis. With careful attention to the above	We have added the limitation of our study.

| points, I think this paper will be publishable. Best wishes for a careful revision. | |

06-Feb-2019

Dear Mr. Efendi:

Your revised manuscript entitled "A Concept Analysis of Nurse Retention" has been successfully submitted online and is presently being given full consideration for publication in Nursing and Health Sciences.

Co-authors: Please contact the Editorial Office as soon as possible if you disagree with being listed as a co-author for this manuscript.

Your manuscript ID is NHS-0516-2018.R1.

Please mention the above manuscript ID in all future correspondence or when calling the Editorial Office for questions. If there are any changes in your contact details or address, please log in to ScholarOne Manuscripts at https://mc.manuscriptcentral.com/nhs and edit your user information as appropriate.

You can also view the status of your manuscript at any time by checking your Author Center after logging in to https://mc.manuscriptcentral.com/nhs.

Thank you for submitting your revised manuscript to Nursing and Health Sciences.

Yours sincerely,
Editorial Office, Nursing and Health Sciences
nhs@yamaguchi-u.ac.jp

26-Apr-2019

Dear Mr. Efendi:

Manuscript ID NHS-0516-2018.R1 entitled "A Concept Analysis of Nurse Retention" which you submitted to Nursing and Health Sciences has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended some minor revisions to your manuscript before it could be reconsidered for publication. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript. Please be aware, however, that we cannot guarantee its publication on revision.

To revise your manuscript, log into https://mc.manuscriptcentral.com/nhs and enter your Author Center, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

Please ensure before you resubmit that the entire manuscript formatting and grammar is consistent with the NHS Guidelines for Authors. Please also get agreement from all co-authors before the revised manuscript is submitted online.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using bold or colored text.

Once the revised manuscript is prepared, you can upload it and submit it through your Author Center.

When submitting your revised manuscript, you must provide a response to comments made by the reviewer(s) in the 'Response to Decision Letter' section. Please make a general statement in this section to describe that you have responded to all the reviewers' comments, and that you have also submitted a separate "Response to Reviewer Comments" file, as described below.

1. Since the reviewers have made a number of suggestions for change, you must also submit a separate Word file listing individually ALL the changes you have made. Label the Word file: "Response to Decision Letter" and include the date.

2. Make two-column table. In one column list down all the reviewer comments. In the second column list down the responses you made to EACH of the comments. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewers, and make sure your name does not appear in your response to allow blinded review. If you have been asked to ensure that professional English editing has been done on your manuscript, please make this comment in this section.

3. Upload the above response table as 'Author Response'.

Please note that if the above file is NOT submitted with the new version of your manuscript, we will not be able to proceed with further review.

IMPORTANT: Your original files are available to you when you upload your revised manuscript. Please delete any redundant files before completing the submission.

Because we work to timely publication of manuscripts submitted to Nursing and Health

Sciences, your revised manuscript should be uploaded as soon as possible. If it is not possible for you to submit your revision within one month, we may have to consider your paper as a new submission.

Please note that the length of a manuscript must not exceed 4,000 words for research articles and 6,000 for review articles. The title page and Reference pages are not counted in the total.

NHS values academic integrity and plagiarism is not tolerated. Plagiarism covers the use or close imitation of ideas, language, and thoughts of other author(s) or own prior work without authorization or proper paraphrases and reference, regardless of whether the ideas, language, and thoughts are expressed using the same words, tables, or graphics. All manuscripts now undergo plagiarism check using Cross-Check, an anti-plagiarism software, prior to acceptance.

Once again, thank you for submitting your manuscript to Nursing and Health Sciences and I look forward to receiving your revision.

Yours sincerely,

Professor Teresa Stone
Editor-in-Chief, Nursing & Health Sciences
nhs@yamaguchi-u.ac.jp

Associate Editor
Comments to Author:
Please can you have a professional Editor do another check of the English and grammar in this paper
Keywords: to increase citations consider using a recognised list of keywords from databases for example: Medline uses Medical Subject Headings (MeSH®); and Cumulative Index to Nursing and Allied Health (CINAHL) subject headings.
(see http://www.nlm.nih.gov/mesh/meshhome.html).

Ensure key words and phrases appear in your abstract several times, and when appropriate, use your key words in article section headings.
For more detailed information on Search Engine Optimization (SEO), including helpful examples, go to http://authorservices.wiley.com/bauthor/seo.asp.

Please also add contributions

Reviewer: 1

Comments to the Author
Thank you for a very nice concept analysis on a critical topic of interest to nursing and healthcare. The writing is generally clear and you appear to have made a good sourcing of relevant literature and attended well to most of the reviewer comments. However editing is still required even though you might have used a professional editor.

I could not find discussion about whether there have been other concept analyses of nurse retention. This is important. If there have, then you need to clarify why you are doing this one, and what are the differences in findings etc.

 Some minor grammatical/punctuation attention needed throughout, for example 2nd sentence top of page 4 is incomplete. On page 6, line 15 the sentence should read: Responding to the world nursing shortage...
In my view only minor revisions are required:
Attention to referencing is needed throughout, for example, page 4 there are direct quotes without page numbers and on page 5 referencing lists 5 authors (should this be et al.? I am not sure). Please check NH&S author guidelines. Page 8 has a long quote without a page number also. In other areas you have included the initials of authors in the text, included first names, or have incomplete references, for example, page 10.
 I suggest you take out the letters in brackets after the steps of Walker and Avant, for example, (c). Not really necessary.
Page 6, line 38 you mention a retreat program. This needs brief, further explanation for readers. You have presented two case studies on pages 8 and 9, and the second one in particular, the contrary case, would benefit by some analysis. After reading it I am left wondering why it is presented without drawing inferences to the concept you are trying to analyse.
Finally, your reference list needs attention to grammar and punctuation. Remember, attention to fine detail is important if you want to have your manuscript accepted. Best wishes.

Reviewer: 2

Comments to the Author
The first sentence in the abstract may need to be simplified in terms of expression and use of simple syntax.

I assume that the authors have developed a conceptual framework as part of the conceptual analysis. If this was not the case, then perhaps future development strengthened this work.

Reviewer: 3

Comments to the Author
I do not think this paper is likely to make a significant contribution to the understanding about nurse retention. Figure 1 delineates attributes, antecedents, and consequences, which have already been examined in a number of studies. The question of 'what is new in the study' is not answered.

To: Professor Teresa Stone
Editor-in-Chief, Nursing & Health Sciences

Re: Revised Manuscript, A Concept Analysis of Nurse Retention

Date: 18 May 2019

Dear Professor Teresa Stone,

Thank you for your email dated 26 April 2019 with the reviewer comments for the manuscript titled "A Concept Analysis of Nurse Retention" (Manuscript ID NHS-0516-2018). As directed by your correspondence, we are submitting the revised manuscript with changes highlighted in red color that addresses all reviewer comments and suggestions. Below, please find our responses to the reviewer's and editor's comments. We thank you for the opportunity to submit this revised manuscript.

Associate Editor Comments	Response
Please can you have a professional Editor do another check of the English and grammar in this paper	It has been checked by one of authors who are English native speaker.
Keywords: to increase citations consider using a recognised list of keywords from databases for example: Medline uses Medical Subject Headings (MeSH®); and Cumulative Index to Nursing and Allied Health (CINAHL) subject headings. (see http://www.nlm.nih.gov/mesh/meshhome.html). Ensure key words and phrases appear in your abstract several times, and when appropriate, use your key words in article section headings. For more detailed information on Search Engine Optimization (SEO), including helpful examples, go to http://authorservices.wiley.com/bauthor/seo.asp.	Thank you very much, we have referred to use MeSH
Please also add contributions	
Reviewer: 1	
Thank you for a very nice concept analysis on a critical topic of interest to nursing and healthcare. The writing is generally clear and you appear to have made a good sourcing of relevant literature and attended well to most of the reviewer comments. However editing is still required even though you might have used a professional editor.	Thank you, the manuscript has been edited by one of authors who are English native speaker.
I could not find discussion about whether there have been other concept analyses of nurse retention. This is important. If there have, then you need to clarify why you are doing this one, and what are the differences in findings etc.	Thank you, we have added a sentence in the introduction section page 3, explaining that as far as we know, no concept analysis on nurse retention has been developed and published.

Some minor grammatical/punctuation attention needed throughout, for example 2nd sentence top of page 4 is incomplete.	Thank you we have corrected as your suggestion.
On page 6, line 15 the sentence should read: Responding to the world nursing shortage...	Thank you we have revised this sentence.
Attention to referencing is needed throughout, for example, page 4 there are direct quotes without page numbers and on page 5 referencing lists 5 authors (should this be et al.? I am not sure). Please check NH&S author guidelines.	Thank you we have revised as suggested and check with the NHS guidelines.
Page 8 has a long quote without a page number also. In other areas you have included the initials of authors in the text, included first names, or have incomplete references, for example, page 10.	Thank you we improve the citation and references within our text.
I suggest you take out the letters in brackets after the steps of Walker and Avant, for example, (c). Not really necessary.	Thank you, we have removed the letters in brackets
Page 6, line 38 you mention a retreat program. This needs brief, further explanation for readers.	Thank you, we have added explanation about the retreat program.
You have presented two case studies on pages 8 and 9, and the second one in particular, the contrary case, would benefit by some analysis. After reading it I am left wondering why it is presented without drawing inferences to the concept you are trying to analyse.	We have added one paragraph explaining the two presented cases in relation to the concept analysed.
Finally, your reference list needs attention to grammar and punctuation. Remember, attention to fine detail is important if you want to have your manuscript accepted. Best wishes.	Thank you we revised the reference list.
Reviewer: 2	
The first sentence in the abstract may need to be simplified in terms of expression and use of simple syntax.	Thank you we have revised as suggested.
I assume that the authors have developed a conceptual framework as part of the conceptual analysis. If this was not the case, then perhaps future development strengthened this work.	Thank you, this is our first attempt to develop a concept analysis. Your suggestion is valuable for our future work.
Reviewer 3	
I do not think this paper is likely to make a significant contribution to the understanding about nurse retention. Figure 1 delineates attributes, antecedents, and consequences, which have already been examined in a number	Thank you for your opinion. We have included in the text that this concept analysis contribute to a set of characteristics of nurse retention that can be

of studies. The question of 'what is new in the study' is not answered.	used to develop further studies addressing international concern of nurse workforce strategies.

20-May-2019

Dear Mr. Efendi:

Your revised manuscript entitled "A Concept Analysis of Nurse Retention" has been successfully submitted online and is presently being given full consideration for publication in Nursing and Health Sciences.

Co-authors: Please contact the Editorial Office as soon as possible if you disagree with being listed as a co-author for this manuscript.

Your manuscript ID is NHS-0516-2018.R2.

Please mention the above manuscript ID in all future correspondence or when calling the Editorial Office for questions. If there are any changes in your contact details or address, please log in to ScholarOne Manuscripts at https://mc.manuscriptcentral.com/nhs and edit your user information as appropriate.

You can also view the status of your manuscript at any time by checking your Author Center after logging in to https://mc.manuscriptcentral.com/nhs.

Thank you for submitting your revised manuscript to Nursing and Health Sciences.

Yours sincerely,
Editorial Office, Nursing and Health Sciences
nhs@yamaguchi-u.ac.jp

22-May-2019

Dear Mr. Efendi:

Congratulations! It is a pleasure to accept your manuscript entitled "A Concept Analysis of Nurse Retention" for publication in Nursing and Health Sciences. The comments of the reviewer(s) who reviewed your manuscript are included at the foot of this letter.

Your article cannot be published until you have signed the appropriate license agreement. In a few days the corresponding author will receive an email from Wiley's Author Services system which will ask you to log in and will present you with the appropriate licence for completion. Please check your junk email folder if you do not receive the above email.

If you encounter any problems or have further questions, please contact the Journal Production Editor at NHS@wiley.com.

Thank you for your fine contribution. On behalf of the Editors of the Nursing and Health Sciences, we look forward to your continued contributions to the Journal.

Yours sincerely,

Professor Teresa Stone
Editor-in-Chief, Nursing & Health Sciences

Associate Editor
Comments to Author:
(There are no comments.)

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Dear FERRY EFENDI,

Article ID: NHS12629
Article DOI: 10.1111/nhs.12629
Internal Article ID: 16497947
Article: A Concept Analysis of Nurse Retention
Journal: Nursing & Health Sciences

You've successfully completed license signing for your article – thank you! You can view your signed agreement at any time by visiting your Wiley Author Services Dashboard.

Sincerely,

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Dear **Ferry Efendi,**

The proof of your **Nursing & Health Sciences** article **nhs12629** is now available for review at:

https://apps.spi-global.com/eProofing/VerifyTokenandAuthenticate.aspx?token=Yz62PrIPHRmHm6UOASbHYg&ChapterOrArticleOrBook=Article

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Your article may also include queries, and these must be replied to using the system before the proof can be submitted. Once your changes are complete, submit the article after which no additional corrections can be made.

To avoid a delay in publication of your article, please complete your proof review and return your corrections within the next **48 hours.**

If you are unable to meet this deadline, if you encounter any problems, or if you have further questions, please contact the Journal Production Editor, Jan Byron Espuerta (NHS@wiley.com) and reference your article ID in all correspondence.

Best regards,

the Nursing & Health Sciences editorial team