PEER REVIEW HISTORY

ARTICLE DETAILS

TITLE (PROVISIONAL)	Impact of workplace incivility against new nurses on job burnout: A cross-sectional study in China
AUTHORS	Shi, Yu; Guo, Hui; Zhang, Shue; Xie, Feng zhe; Wang, Jinghui; Sun, Zhinan; Dong, Xinpeng; Sun, Tao; Fan, Lihua

VERSION 1 – REVIEW

REVIEWER	Liu Li China Medical University, P.R. China
REVIEW RETURNED	16-Nov-2017

| GENERAL COMMENTS | This study investigated the impact of workplace incivility on job burnout, verified the partial mediating role of anxiety on the association between workplace incivility and job burnout, and examined the moderating role of resilience on the association between workplace incivility and job burnout among Chinese new nursing staffs. Overall, it is an interesting study for those interested in the area. To your knowledge, this is the first study investigating the relationship between workplace incivility and anxiety, resilience, and job burnout of new nurses in China. However, although there are some significant advantages, I believe that there are still some areas of concern that need to be addressed prior to publication.

Abstract
1. page 1, lines 30-32. The "relationship" or "relation" needs to be re-worded, "association" would be more appropriate due to the cross-sectional study design.
2. page 1, line 59. The "more" in this sentence "New nurses experienced workplace incivility would be more likely to generate the anxiety as the victims" should be deleted. Moreover, in the next sentence, the "elevates" should be changed to "could elevate".
3. page 2, line 16. The "mediate" should be changed to "moderate".

Introduction
4. page 3, line 21. In this paragraph, the definition of "new nurses" should be clarified.
5. page 4, line 17. In this paragraph, more specific information about "resilience" should be provided.
6. page 4, lines 21-23. This cite "Some scholars pointed out that workplace incivility was associated with job burnout among restaurant service employees33" should be moved to page 3, paragraph 3, "Job burnout is an individual reaction……"

Research method
7. Please specify the items for the MBI-GS, as well as its each |

dimension.

Result

8. page 7, line 12. Please verify the statistics of the Sobel test, "z" or "t"?

Discussion

9. paragraph 1. There should be no result data in the discussion section, for example "(β=0.364, P<0.01)".

References

10. Please carefully modify the format of references.

Tables

11. Please carefully format the font in the tables.

Written English

12. Need some language correction. For example, numbers should not appear at the beginning of a sentence. "among new nurses. 696 questionnaires were returned"

REVIEWER	Jordi Fernández-Castro
	Universitat Autònoma de Barcelona. Spain
REVIEW RETURNED	14-Dec-2017

| GENERAL COMMENTS | The purpose of this paper is to test a model of relationship among incivility at workplace, burnout, anxiety, and resilience. This model poses that incivility at workplace predicts burnout and, while anxiety partially mediates it, resilience moderates that relationship. The population target was the novice nurses in China. Data were collected by an online survey. I read this work with great interest since the training of nurses in a safe environment so that society can obtain the maximum benefit of the knowledge and skills of the new nurses are an important objective for the profession. I offer the following comments for your consideration to strengthen the contribution of this study to the field.

1 For readers that are not familiar with the Chinese health system it would be useful if it were developed a short section describing the characteristics of the nursing workforce and the organization of the incorporation to the work of the new nurses. Along these same lines, it would be useful if you compared the results of your study with results from other national contexts.

2 The paper would benefit from professional editing, in particular some sentences are very short and there is a lack of connectors between them. The writing in the paper needs to be adjusted for grammar, syntax, and flow.
I found some expressions a bit weird like these
Page 2, line 28, "dark" behaviour.
Page 3 line 57 uncivilized behaviours, it is not the same incivility than uncivilized.
Page 3 line 21 "happy" attitude towards work. It would be preferable another positive emotion word.
Page 3 line 25 "hurtful and with low-intensity" it seems that a word is omitted.
Page 5 line 30 Anxiety has a positive prediction function to generate job burnout among new nurses, better "Anxiety predicts…" or "There is a predictive function between anxiety and burnout".
Page 6 line 17 "… and it was obtained from each doctor". Does this |

	mean unanimously?
	3 Please provide more information about how the sample was recruited. It was just a snow ball method? In the online survey did any person (academic or doctor) appear who was responsible for the study and custody of the data?
	4 Page 5. I cannot understand how an oral consent is obtained from an online survey
	Instruments section
	5 The Workplace incivility, resilience, and burnout questionnaires were full adapted and validated to Chinese population? Or were simply translated into Chinese language?
	6 The question about anxiety requires a Yes/Not answer, but it is related to a likert scale.
	7 Page 6 line 27 There were undergraduate working in hospitals?
	8. Discussion section. It is no necessary use statistical indicators in this section; it could be better exposing all this statistics in the results section.
	9. Authors provided a wide explanation of their results, but it be useful explain what future researches should be made to accept the exposed full model.
	10 The authors mention the need to strengthen the resilience of the novice nurses, but should also consider how to reduce incivility or how to protect novice nurses from these behaviors.

VERSION 1 – AUTHOR RESPONSE

Question1: The second half of the title should be removed and replaced with the study design and setting/country. This is the preferred format of the journal. You should also check your title to make sure that it makes complete sense.
My response: Thanks for your kind suggestion. I have removed the second half of the title. And I have added a sentence " A cross-sectional study in China". It's marked with red.

Question2: Please include any relevant quantitative results in your abstract results section.
My response: Thanks for your valuable suggestion. We have added relevant quantitative results to the results section of abstract according to your suggestion, marked with a red font.

Question3: The Strengths and Limitations section should consist of five short bullet points, stating the key methodological strengths and limitations of the study.
My response: Thank you very much for reminding me.The Strengths and Limitations section have consisted of five short bullet points. It's marked with red.

Question4: Please clearly mark the beginning of the Methods section with a heading.

My response: Thanks for your professional advice. We have clearly marked the beginning of the Methods section with a heading, marked with a red font.

Question5: Please ensure that your manuscript is thoroughly proofread by a native English speaker prior to resubmission, to check for any errors in language.
My response: Thank you very much for your kind suggestion. We could guarantee that the manuscript has been proofread by a native English speaker prior to resubmission. The language problems were solved.

Dear Prof Liu PhD,
Thank you very much for your comments. I have read your comments carefully and made a modification to the original manuscript. The revised part was marked in red based on your comments. The following are my responses to your questions.
Abstract
Question 1: page 1, lines 30-32. The "relationship" or "relation" needs to be re-worded, "association" would be more appropriate due to the cross-sectional study design.
My response: Thanks for your kind suggestion. We have made modifications in the manuscript according to your opinions, and marked with a red font.

Question 2: page 1, line 59. The "more" in this sentence "New nurses experienced workplace incivility would be more likely to generate the anxiety as the victims" should be deleted. Moreover, in the next sentence, the "elevates" should be changed to "could elevate".
My response: Thank you very much for your careful reading of the manuscript. We have deleted the "more" in this sentence "New nurses experienced workplace incivility would be more likely to generate the anxiety as the victims. And we have replaced "elevates" with "could elevate". It's marked with red.

Question 3: page 2, line 16. The "mediate" should be changed to "moderate".
My response: Thank you very much for pointing out this mistake, we have changed "mediate" to "moderate". It's also marked with red.

Introduction
Question 4: page 3, line 21. In this paragraph, the definition of "new nurses" should be clarified.
My response: Thanks for your pertinent advice. We have clarified the the definition of "new nurses" in this paragraph. The additional paragraph is shown below.
Novice nurses (working service less than three years) as the new force of the nursing team is the basis for the prosperity and development of the nursing team. These new nurses have the characteristics of young age, lack of work experience, and weak psychological coping ability. Yet there is a high degree of job stress of new graduates in the Chinese healthcare climate. Therefore, new nurses often lack the skills to cope with problems in the new working conditions.
Question 5: page 4, line 17. In this paragraph, more specific information about "resilience" should be provided.
My response: Thank you very much for your relevant comments. We agree with you very much. We think it is very helpful to improve the quality of manuscripts. We have provided more specific information about "resilience". The addition is shown below and is also marked red in the manuscript.
Resilience is the ability to bounce back or cope successfully despite adverse circumstances33. It is used to describe when a person recovers easily and quickly from setbacks that occur during his or her life. It is worth mentioning that the core of resilience is strength, and people who are described as resilient are said to be able to persist in overcoming challenging obstacles.
Question 6: page 4, lines 21-23. This cite "Some scholars pointed out that workplace incivility was associated with job burnout among restaurant service employees33" should be moved to page 3, paragraph 3, "Job burnout is an individual reaction……"

My response: We agree with you and Thank you very much for your relevant suggestions. So we have moved the"Some scholars pointed out that workplace incivility was associated with job burnout among restaurant service employees33"to page3, paragraph3.

Research method
Question 7: Please specify the items for the MBI-GS, as well as its each dimension.
My response: Thanks for your kind suggestion. We have specified the items for the MBI-GS, It's marked with red in manuscript.

Result
Question 8: page 7, line 12. Please verify the statistics of the Sobel test, "z" or "t"?
My response: Thank you very much for your precious comments concerning my manuscript. The statistics of the Sobel test should be correctly represented by "z". So we modified it and marked it in red.

Discussion
Question 9: paragraph 1. There should be no result data in the discussion section, for example "(β=0.364, P<0.01)".
My response: Thanks for your kind suggestion. We have deleted all result data from the discussion section.

References
Question 10: Please carefully modify the format of references.
My response: Thanks a lot. We have carefully modified the format of references.

Tables
Question 11: Please carefully format the font in the tables.
My response: Thanks for your kind suggestion. We have carefully formated the font in the tables.

Written English
Question 12: Need some language correction. For example, numbers should not appear at the beginning of a sentence. "among new nurses. 696 questionnaires were returned"
My response: Thank you very much for your critical suggestion. We could guarantee that the manuscript has been proofread by a native English speaker prior to resubmission. The language problems were solved.

Dear Prof Jordi PhD,
Thank you very much for your comments. I have read your comments carefully and made a modification to the original manuscript. The revised part was marked in red based on your comments. The following are my responses to your questions.
Question 1: For readers that are not familiar with the Chinese health system it would be useful if it were developed a short section describing the characteristics of the nursing workforce and the organization of the incorporation to the work of the new nurses. Along these same lines, it would be useful if you compared the results of your study with results from other national contexts.
My response: Thank you very much for your relevant comments and suggestions. We have added a section to describe the characteristics of the nursing workforce and the organization of the incorporation to the work of the new nurses of china, as shown below. What's more, we have compared the results of our study with results from other national contexts, as shown below. And marked in red.
IN THE BACKGROUND: Further, the Chinese health system faces problems such as weak medical service capacity in primary hospitals, health human resources of insufficient quality, rising health care costs, fragmented medical services, and so on. Novice nurses (working service less than three years)

as the new force of the nursing team is the basis for the prosperity and development of the nursing team. These new nurses have the characteristics of young age, lack of work experience, and weak psychological coping ability. Yet there is a high degree of job stress of new graduates in the Chinese healthcare climate. Therefore, new nurses often lack the skills to cope with problems in the new working conditions.

IN THE RESULTS: Compared to previous studies40 41, the level of job burnout of Chinese new nurses (3.19 ± 0.84) was significantly higher than that of British (2.71 ± 0.97) and Italian nurses (2.31 ± 0.88).

Question 2: The paper would benefit from professional editing, in particular some sentences are very short and there is a lack of connectors between them. The writing in the paper needs to be adjusted for grammar, syntax, and flow.

My response: Thank you very much for your relevant comments and suggestions. We agree with some expressions a bit weird you have pointed out. We have corrected them with the red mark in the manuscript. The specific corrections are shown as follows. In addition, the manuscript has been proofread by a native English speaker prior to resubmission. The language problems were solved.

I found some expressions a bit weird like these

Page 2, line 28, "dark" behaviour.

My response: We have corrected "dark" behaviour to "negative" behaviour.

Page 3 line 57 uncivilized behaviours, it is not the same incivility than uncivilized.

My response: We have corrected "uncivilized behaviours" to "uncivil behaviors"

Page 3 line 21 "happy" attitude towards work. It would be preferable another positive emotion word.

My response: We have deleted the word "happy".

Page 3 line 25 "hurtful and with low-intensity" it seems that a word is omitted.

My response: We have corrected "hurtful and with low-intensity" to "highly hurtful with low intensity".

Page 5 line 30 Anxiety has a positive prediction function to generate job burnout among new nurses, better "Anxiety predicts…" or "There is a predictive function between anxiety and burnout".

My response: Anxiety positively predicts job burnout among new nurses.

Page 6 line 17 "… and it was obtained from each doctor". Does this mean unanimously?

My response: Thank you very much for pointing out this mistake, "… and it was obtained from each new nurse"

Question 3: Please provide more information about how the sample was recruited. It was just a snow ball method? In the online survey did any person (academic or doctor) appear who was responsible for the study and custody of the data?

My response: Thanks for your kind suggestion. We have added more information about the sample to the manuscript. And marked in red. We have also extracted the additional parts for your review, as shown below.

In this study, the method of snowball sampling was used to collect the sample data. In the network survey, original deliverers used in this survey are alumni who maintain friendly contact with us, who work in nursing positions in various hospitals. Before a formal online survey begins, we have provided comprehensive survey training to these initial contacts. Then encourage them to invite their colleagues or classmates to fill out the questionnaire. This survey is to use their network of relationships for continuous expansion. The amount of data collected can be monitored in real time on the website's management platform. In other words, our group of people strictly in accordance with exclusion criteria for data management and quality control.

Question 4: Page 5. I cannot understand how an oral consent is obtained from an online survey Instruments section.

My response: Thanks for your kind suggestion. First, I'm very sorry that our language is not clear enough for you to understand "an oral consent is obtained from an online survey Instruments section". Second, we describe the process to you. In this survey, we have provided an introduction to the questionnaire on the front page of the online questionnaire, if they do not agree to participate in our survey, they can give up access to the page. If they agree to participate in our survey, they can continue to go to the questionnaire page and fill out the questionnaire. So the participants who successfully completed the questionnaire, we default to them agree to participate in this survey. Finally, we have revised the sentence, as shown below, in the manuscript in red.

It was identified that the nurses had acquiescently agreed to participate in our survey.

Question 5: The Workplace incivility, resilience, and burnout questionnaires were full adapted and validated to Chinese population? Or were simply translated into Chinese language?

My response: Thanks for your kind suggestion. These scales have been applied many times in other occupational groups in China ' s cultural background , and have been verified to have good cross - cultural property. The questionnaire is highly reliable and suitable for a Chinese population. Thank you again for asking this question. I have modified the cultural applicability in the manuscript. The revised part was marked in red.

Question 6: The question about anxiety requires a Yes/Not answer, but it is related to a likert scale.

My response: Thanks for your kind suggestion. A more accurate translation of individual items about anxiety should be"Does your job make you feel anxious?" This item was scored on a 5-point Likert scale ranging from 1 to 5 (1 = never, 2 = seldom, 3 = occasionally, 4 = often, 5 = frequently).

Question 7:Page 6 line 27 There were undergraduate working in hospitals?

My response: Thanks for your kind suggestion. We admit that it was a mistake in English. We think what it actually means is "bachelor or above" instead of "undergraduate".

Question 8:. Discussion section. It is no necessary use statistical indicators in this section; it could be better exposing all this statistics in the results section.

My response: Thanks for your kind suggestion. We have deleted all result data from the discussion section.

Question 9: Authors provided a wide explanation of their results, but it be useful explain what future researches should be made to accept the exposed full model.

My response: Thanks for your kind suggestion. We added some informations, as shown below, marked in red in the manuscript.

The model theoretically extends the study of workplace incivility, especially to the Chinese new nursing group. This model suggests that nursing managers should pay attention to the growth and development of new nurses in the practice of nursing management, improving the resilience of new nurses and reducing their anxiety. This will help to reduce job burnout of new nurses, thereby promoting the work efficiency and saving management cost.

Question 10: The authors mention the need to strengthen the resilience of the novice nurses, but should also consider how to reduce incivility or how to protect novice nurses from these behaviors.

My response: Thanks for your kind suggestion. We agree with your suggestion. We should really add some suggestions about "how to reduce incivility and how to protect novice nurses from these behaviors". Our additions to the manuscript are shown below.

The strategies used by nurses to build resilience mainly included cognitive reframing, emotional toughness, emotional connections and work-life balance, and compassionate behavior. First, nursing managers should regularly provide communication skills and interpersonal adaptation training for new nurses and help new nurses to establish a correct cognitive of workplace incivility and improve their emotional toughness. Second, nursing administrators should encourage nurses to establish a work-family balance and expand their social networks. Third, nursing management should also increase organizational care such as timely discovery, adequate understanding, and communication for new nurses who face workplace incivility.

VERSION 2 – REVIEW

REVIEWER	Li Liu School of Public Health, China Medical University People's Republic of China
REVIEW RETURNED	08-Feb-2018

GENERAL COMMENTS	The authors have adequately addressed all of my comments and concerns.

REVIEWER	Jordi Fernández-Castro Universitat Autònoma de Barcelona. Spain
REVIEW RETURNED	15-Feb-2018

GENERAL COMMENTS	I have no objection to the publication. The questions have been answered satisfactorily. Please, take note thst In the R2 it was not possible to see the figures that appeared in the previous version of the article