

We appreciate the reviewers' valuable comments and example to improve the quality of this manuscript. We also appreciate the reviewers' patience in reviewing this manuscript. The followings are our responses to those comments.

1. The PES-NWI was developed several years ago in a western country. How sensitive it is to measure nursing practice environment perceived by Asian nurses in the United States is worth examining. Therefore, the purpose of this study is to test whether the PES-NWI is validated when using on Asian nurses who work in hospitals in the United States, a western country, rather than use the scale to describe the Asian nurses' perception of practice environment. Since these Asian nurses are working in a western hospital environment, a scale developed in a western country should be appropriate to be applied on them. Findings from this study can be used to assist future development of instruments that are more sensitive to Asian population in the United States.
2. The theoretical foundation that guided the development of the PES-NWI was added to the manuscript.
3. A review of the development of those three scales measuring practice environment was added to the manuscript.
4. Based on further literature review of factor analysis, parallel analysis rather than eigenvalue larger than 1 rule was used to determine number of factors retained. An advanced analysis was done. The results are presented below (not presented in the manuscript).

Item number	Raw data set	Means from random data sets	95th percentile from random data sets
1	14.63	0.90	1.01
2	1.26	0.79	0.87
3	1.01	0.71	0.79
4	0.85	0.64	0.71
5	0.63	0.58	0.63
6	0.56	0.52	0.57
7	0.47	0.47	0.52
8	0.30	0.42	0.46
9	0.26	0.37	0.41
10	0.25	0.32	0.37
11	0.20	0.28	0.33
12	0.15	0.24	0.28
13	0.11	0.20	0.24
14	0.09	0.16	0.20
15	0.05	0.12	0.16
16	0.04	0.08	0.12
17	0.03	0.05	0.08
18	0.01	0.01	0.04
19	-0.01	-0.02	0.01
20	-0.05	-0.06	-0.03
21	-0.07	-0.09	-0.06
22	-0.07	-0.12	-0.09
23	-0.08	-0.15	-0.12
24	-0.11	-0.18	-0.16
25	-0.13	-0.21	-0.19

26	-0.14	-0.24	-0.22
27	-0.16	-0.28	-0.25
28	-0.17	-0.31	-0.28
29	-0.18	-0.34	-0.31
30	-0.20	-0.37	-0.35
31	-0.20	-0.41	-0.38

5. The percent of variance explained rule for number of factors to retain was not used because its limitations reported in Velicer et al.'s (2000) book and as was cited in Patil et al.'s (2008) article.
 Patil, V. H., Singh, S. N., Mishra, S., Donavan, D. T. (2008). Efficient theory development and factor retention criteria: Abandon the 'eigenvalue greater than one' criterion. *Journal of Business Research*, 61, 162-170.
 Velicer, W. F., Eaton C. A., & Fava J. L. (2000). Construct explication through factor or component analysis: A review and evaluation of alternative procedures for determining the number of factors or components. In Goffin R., & Helmes E. (Eds.). *Problems and solutions in human assessment: Honoring Douglas N. Jackson at seventy*. Boston: Kluwer.
6. The problem of cross loading was added in the manuscript.
7. The results of the study showed a reconstruction of factor items of the original scale. We use congruence tests to examine whether factors derived from this current study are the same as those of the scale development study and whether factors are representative of the same construct.
8. Since the purpose of the current study was not to describe Asian nurses' perception of practice environment, comparisons of scale and factor means of this study and original scale development study were deleted.
9. An explanation of item-total and inter-item correlation was added in the manuscript. An interpretation of the results of item-total and inter-item correlations of the study was added too.
10. The method used to ensure an adequacy of sample for the study was added in the manuscript.
11. Information of the participants' nationality, location, and specialty area were added.
12. An explanation of changing the scale from 4-point to 5-point was added.
13. The paragraph of recategorization of factor items was deleted for its vagueness.
14. As suggested, coefficient of congruence was calculated and reported. The support of the scale measuring the same construct was also reported.
15. As reported by the U.S. Department of Health and Human Services (2006), most Asian nurses were more likely to be employed by U.S. hospitals. However, as recommended by the reviewer, the limitation of this sampling exclusion and recommendation for future study was added in the manuscript.
16. The title of the manuscript was shortened to be less than 12 words. Running head had been revised to be less than 50 characters.