Reviewer's report

Title: Functional social support, psychological capital, and depressive and anxiety symptoms among people living with HIV/AIDS employed full-time

Version: 1 Date: 21 August 2013

Reviewer: Warren Reich

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Major compulsory comments

1. Given the high prevalence of unemployment among persons living with HIV/AIDS, which you cite of the first page, why restrict the sample to those who are employed full-time? You have no measures related to the workplace, job performance, or the work identity.

1a. This sample restriction should be mentioned in the study limitations section. The fact that HIV status is often undisclosed in the workplace (next to last page) is important, but not a study limitation. The problem is that you might have a seriously unrepresentative sample of persons living with HIV/AIDS.

2. Can you justify a mediation analysis on cross-sectional data? If so, I can easily imagine an alternate model in which social support (a contextual variable) mediates the effect of psychological capital (a trait) on anxiety and depression. Why prefer one "causal" model over another?

2a. Of course, no one can know cause and effect from correlational data, but you use terms like "precursor" and "mechanism" in your interpretation of results from a cross-sectional analysis.

Minor essential revisions

1. You use the abbreviation FSS before saying what it stands for.
2. PC would be a better acronym for psychological capital. Or, just spell it out.
3. Why would those in cART have lower levels of psychological capital than those not in this treatment?

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

Statistical review: No, the manuscript does not need to be seen by a statistician.
Declaration of competing interests:

I declare that I have no competing interests.