Reviewer's report

Title: Applying the Revised Chinese Job Content Questionnaire to Assess Psychosocial Work Conditions among Taiwan's Hospital Workers

Version: 1 Date: 25 August 2010

Reviewer: Maureen Dailey

Reviewer's report:

Major Compulsory Revisions:

1. Are the discussion and conclusions well balanced and adequately supported by the data?
Revision needed – Please see below.

The conclusion that the model can help employers and consultants of an organization to efficiently promote workplace mental health is over reaching.

Suggested changes:

The identification of occupational hazards that contribute to perceived workplace stress can better inform the development of interventions to reduce worker stress in acute care organizations in Taiwan. Future interventional research is needed to test interventions that are effective in the reduction of workplace stress related to occupational hazards, in order to promote improved workplace mental health. Research is needed to test interventions focused on 1) organizational climate change (i.e., changes in organizational structures and processes) for high risk groups and 2) improve worker’s resistance to workplace stress to improve worker and patient outcomes.

2. Do the title and abstract accurately convey what has been found?
Yes – see above regarding conclusion

3. Are limitations of the work clearly stated?
Yes. I would include that Family-Work stress was not measured. Also, the results cannot be generalized to other practice settings (e.g., home care or long term care).

4. Do the authors clearly acknowledge any work upon which they are building, both published and unpublished?
Yes. I would also include the work on work stress (e.g., publications by Job Demands-Resources model from the Nurses Early Exit Study, Christine Kovner’s work, and Mark Preston’s work).

Minor Essential Revisions

3. Wording issues

   Background:
   Research evidence shows that perceived stress overtime and quantitative job overload negatively impact worker mental health. The prevalence of workers reporting mental stress due to job overload increased from 51% in 1982 to 63% in 1997 among Japanese workers and job stressors causing 60% to 80% of occupational accidents and absenteeism in Taiwan [2,4].

4. Terminology consistency throughout:

   p. 7, paragraph 2, line 2 – “patient’s latent traits” should be “worker’s latent traits”.
   Later, p. 9, 2nd to last line – “clients” is used – need consistency in terms.

   Minor issues not for publication:
   1. Grammar: Prepositions are left out in several sentences.

   **Level of interest:** An article of importance in its field

   **Quality of written English:** Acceptable

   **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' below