Reviewer’s report

Title: Work-family conflict and burnout among Chinese female nurses: The mediating effect of psychological capital

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Reviewer: Els Clays

Reviewer’s report:

This is an interesting study which could add a valuable contribution to the literature; the paper is well written.

However, I would like to raise some specific comments and suggestions:

- Avoid using almost the same sentence twice in the abstract background section.
- Have the authors checked carefully whether the assumptions to use linear regression analysis were met? Were the variables normally distributed?
- A rather unconservative method for adjustment in the multiple models was used. Although this is mentioned as a limitation in the discussion, it is problematic that only some basic socio-demographic variables have been checked as possible confounders. Can the authors include more relevant factors in the models? If not, this drawback should be more elaborated.
- The results on the mediating effects are described in too much detail in the text. I suggest to outline the main results in a more condensed way, in order to improve readability of the results section.
- When the regression coefficient shrinks after including the mediating variable, partial mediation is reported. However, what exact criterion was used? How much shrinking should there be in order to define mediation?
- It is interesting that the authors suggest increasing PsyCap as a feasible strategy compared to reducing WFC. However, in order to make this suggestion, I believe it would be useful to examine possible moderating effects of PsyCap in the relation between WFC and burnout: can PsyCap buffer the negative effect? Have the authors considered testing this?
- I was wondering how a homogeneous sample of nurses can show this amount of variation in education?
- In tables 3 and 4 I suggest to mention which parameter estimates are reported.

Level of interest: An article whose findings are important to those with closely related research interests

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