Reviewer's report

Title: A Theory-Based Approach for the Quantitative Analysis of Organizational Culture in Occupational Health Research

Version: 2 Date: 8 January 2013

Reviewer: Tores Theorell

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This study is a well-executed Canadian study of the feasibility of a standardized work-place questionnaire for measuring Occupational Culture Profile (OCP). It has been based upon 1164 employees in 30 workplaces representing a wide range of activities. The work culture variables have been related to internationally common health variables (Beck depression, general health questionnaire and emotional exhaustion according to Maslach).

Participation rates have been good. The participants were invited by the insurance company responsible for their occupational health care. Statistics and technical interpretations seem reasonable. They identify – quite in line with previous research using the OCP – four cultures, namely Group, Hierarchical, Rational and Developmental. In general Group is best for employee health.

Minor essential revisions: In the introduction the authors mention the fact that there has been a wide diversity in methods and study samples in previous studies and that small numbers of employees per worksite has sometimes been a problem. In general the present study does not have such methodological problems as they describe from published literature but still the worksite with the smallest number of participants in their own study is 9 which is not such a large number.

Although the reference list is impressive I still lack reference to some important contributions in the past. I am thinking of Bion (Bion and Rickman 1943) for instance.

This is a cross-sectional study. The authors do not discuss this at all. I can agree that the health outcome are only used in this case for validation. However, the authors should discuss somewhere what the possible backwards influence could be. If there is a large number of employees with poor health in a specific worksite this is likely to influence the way in which culture (for instance "Group") is described. And if this poor health is due to something outside work a problem could arise. Of course there is some bidirectional association here. What I am saying is only that the authors should mention this and recommend prospective studies.

Does it have any importance that the insurance company is inviting the employees? Could this influence their response patterns? Probably not but that is another issue that should be discussed.
I feel that the labels of the four culture types should appear already in the abstract.

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

**Quality of written English:** Acceptable

**Statistical review:** Yes, and I have assessed the statistics in my report.

**Declaration of competing interests:**

I declare that I have no competing interests