Author's response to reviews

Title: Pride and Confidence at Work: Potential Predictors of Occupational Health in a Hospital Setting

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Author's response to reviews:

Thank you for the review of the manuscript above. We have made changes in the manuscript according to the reviewers' comments. All changes are marked with bold in the text. We would further like to clarify the following:

1. Abstract
The abstract has been changed in accordance with changes in the manuscript.

2. The downsizing processes
The description of this process has been developed.

3. Health promotion at work
This section has been further developed.

4. Confirming transformational leadership as a positive determinant for employees' health.
The background text - about transformational and transactional leadership - serves as a general description of leadership. This theory is suitable, as Bass integrates theories about leadership. In this qualitative study our intention is to expand predetermined concepts related to work environment research. Therefore, we use an inductive approach. The analyses of the interviews showed that the respondents' descriptions of management in the two departments could be interpreted as transformational, and this is one of several possible important factors influencing the stable trends, both in mental health and long-term sick leave rates, during the period 1994-2001.

5. The method section
This section has been developed in accordance with the reviewers' suggestions about participants, data collection and analyses. Further, we have inserted one passage about methodological considerations, where we discuss the interviewers' experience of these departments, the research teams' preconceptions, problems inherent in the role of co-analyser, limitations in interviewing and respondent validity.

6. Comparing differences between the departments
In this study we are interested in experienced descriptions of conditions in working life, which from the respondents' perspective promote employees' health. Therefore, a comparison of experiences between respondents from different departments is not of interest here. The focus is on the phenomenon.

7. Teamwork or team spirit.
Team spirit is a result of the inductive analyses of the interview text and illustrates the favourable work climate. First we identified organisational conditions. Then the analysis process resulted in the approaches and attitudes in the organisation, which are expressed in terms of favourable work climate. The two core dimensions are a result of conditions, approaches and climate.

8. Quotations corresponding to different interviews
There is an interesting discussion as to whether quotations that strengthen results should show a corresponding relation to all interviews or not. In this study we have focused on the phenomenon of what could contribute to stable health. Showing to what extent the quotation corresponds to all interviews is therefore not of interest. Instead our intention is to show a dynamic and holistic picture of aspects that are found of the phenomenon, whether these aspects are expressed by one individual or all.

9. Discussion section
Discussion about limitations, empowering management, advantages of small departments and transformational leadership has further been developed in this section.

10. Conclusions
Conclusions about our core determinants have been clarified.

11. References
The numbers of the references have been adjusted, as we have added some more references to further support the text.

We hope you will find these alterations satisfactory and that the manuscript can now be accepted in BMC Public Health.

Sincerely yours
Kerstin Nilsson on behalf of the authors