Reviewer’s report

Title: The relationship between job performance and perceived organizational support in faculty members at a Chinese university: A questionnaire survey

Version: 4 Date: 25 October 2013

Reviewer: Nicolas Gillet

Reviewer’s report:

Page 2, results: « between POS and JP » (see background) or « between JP and POS ». Same comment for conclusion.

Page 2, conclusion: How can you conclude that the relationship between POS and JP is influenced by POS?

Page 3, 1st paragraph: Please add references to justify your claims.

Page 3: There is no link between these two sentences: “However, job performance may decrease under pressure. The relationship between perceived organizational support (POS) and JP among university faculties has not been investigated.”

Page 3, 2nd paragraph: More explanations are needed for the effects of POS.

Page 3: Please provide rationales to explain why you consider these determinants and these mediating variables.

Page 4: Please detail studies on the POS-Satisfaction relationship. Same comment for the effects of satisfaction on performance and once again a theoretical rationale is needed to explain why satisfaction could be significantly associated with performance.

Hypothesis 1b: Why do you propose a partial mediation?

Page 5: Please detail studies on the POS-PA relationship. Same comment for the effects of PA on performance and once again a theoretical rationale is needed to explain why PA could be significantly associated with performance (e.g., Fredrickson, 2001). I do not understand why you refer to Meyer and Allen (1991) in a section on PA.

Page 6: Please detail studies on the POS-AC relationship. Same comment for the effects of AC on performance and once again a theoretical rationale is needed to explain why AC could be significantly associated with performance. You also need to explain why you only focus on AC and do not consider the other forms of organizational commitment.

Page 7: You need to explain why you do not consider other forms of organizational justice.
Please provide a theoretical rationale for the effects of justice on POS.

Page 8: Why did you choose these control variables?

Results: Please test a measurement model with all dimensions instead of conducting 7 CFAs. You should use all the items and latent variables rather than a single indicator for each construct (SEM analysis with latent variables). The internal consistency of the job satisfaction scale is not acceptable (.56).

Discussion: This section must be completely rewritten by shedding light on the theoretical and practical implications of the present research.