Reviewer's report

Title: A National Cross-sectional Study on Nurses Intent to Leave and Job Satisfaction in Lebanon: Implications for Policy and Practice

Version: 2 Date: 8 January 2009

Reviewer: Mary Lynn

Reviewer's report:

Minor Essential Revisions

Pages 12 and 13 – the McCloskey-Mueller Satisfaction Scale has 7 subscales, as you accurately list. But you have written “8” in two places.

Page 3 -

Discretionary Revisions

Any idea of the reasons for leaving the country, specific to these respondents?

In the abstract and paper you use the term “poor satisfaction” and “weak retention” – these terms internationally would be better phrased as “low satisfaction” and “poor retention.” Satisfaction more commonly exists on a low to high continuum and retention from poor to excellent.

Page 3, 2nd paragraph, sentence two – it’s not totally clear in this sentence until you read it a few times what concept(s) are being referred to. Editing would help.

Page 15 – first two sentences under “Intent to Leave” should be revise to delete the second percentage in each one. Once the percentage (such as 32.5 report an intent to stay) it is clear what the percentage is for those who do not intend to stay.

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