Reviewer’s report

Title: Job satisfaction and its modeling among township health center employees: a quantitative study in poor rural China

Version: 1 Date: 16 July 2009

Reviewer: Elke Driller

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MINOR ESSENTIAL REVISIONS:

The authors examine job satisfaction among township health center employees in poor rural China. The study identified critical determinants to job satisfaction. They find that the mean staff job satisfaction ranked at “somewhat satisfied” level. An exploratory factor analysis (EFA) revealed eight domains. The staff of the township health center are most discontent to job rewards.

Although this is an interesting topic, I provided a number of suggestions that I hope you will find useful when revising your paper. These, together with recommendations, are as follows:

1. All in all the authors should revise the formatting of the text (e.g. comma, blanks, blanks before/after parenthesis…).
2. Some phrases respectively words sound weird (e.g.: page 1: cheerful, page 8: ability exertion, page 5: style of lettering)
3. Methods: At large the description of the data collection is very short, although the response rate was enviably high. Perhaps you could write more about the how-to-fill training. That high response rate is a very interesting result of your study, too. You should mention it in your discussion (Compared with other countries, do you think it’s a average result for the Chinese employees?). That would be very interesting for an international journal.
4. Page 8: “As addressed…. evoked”. I do not understand the message.

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

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'