Reviewer's report

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

Version: 2 Date: 28 September 2009

Reviewer: Dag Hofoss

Reviewer's report:

Liu, Wang & Lu: ... in poor rural China

The authors have thoroughly revised their manuscript, which I now consider ready to be published (after a final round of correcting a number of remaining typos and minor language errors). The main argument in favour of publishing is, in my opinion, that the manuscript addresses very important questions which until now (judging from the information given in the manuscript) have not attracted the attention they deserve. And health care improvement in rural China matters to a large part of the world's population.

The language still needs to be corrected. Here are some language suggestions. The list may not be complete, I'm not a native English speaker.

Page 1, line 5 from bottom of page: determinant of employee retention
Page 2, line 16 from top: The Gouangdong
Page 2, line 16 from top: investigations have shown
Page 2, line 20-21 from top: the local population (rather than “local people”)  
Page 2, line 7 from bottom: is shown in Figure 1
Page 2, line 6 from bottom: reports on job satisfaction (not literatures, not satisfactionS)
Page 3, line 2 from top: delete “with” (7 in Anhui ...)
Page 3, line 2 from top: Administrators (not “The administrators ...”)
Page 3, line 7 from top: anonymously (not “in an anonymous fashion”)
Page 3, line 8 from top: Questionnaires (not “questioners”)
Page 3, line 10 from top: delete last word on line (“with”), replace with colon sign (“:”)
Page 3, text line 12 from bottom: delete “Meanwhile” (just start sentence with “The instrument ...”)
Page 3, text line 11 from bottom: add words “questions on” (personal
information… - the questionnaire did not include personal information, but questions on PI)

Page 4, line 17 from top: dummy variables (not “dumb”)

Page 4, line 12 from bottom (and elsewhere): Maybe “Hans” (and not “Han people”)

Page 4, line 11 from bottom (and elsewhere): Maybe “Uighurs” (and not “Uighur people”)

Page 4, line 7 from bottom: were junior professionals (not “had junior professional titles”)?

Page 4, line 6 from bottom: salary of (no more than …). (And maybe the salary piece of information should be emphasized, later we learn it was not just higher, but as much as twice as high in Xinjiang.)

Page 6, line 8 from bottom table: workers 40-49 (not “the workers of 40 to 49…”)

Page 6, line 3 from bottom table: “-“, not “~”

Page 7, line 5 from bottom table: delete “0.107 times”. The coefficient appears in the table

Page 7, line 4 from bottom table: with no medical education (not “without receiving medical education”)

Page 8, line 2 from bottom: (e.g.) considering (not “not consummate with”)

Page 9, lines 3 from top: Compared to (not “Unlike”)

Page 9, line 3 from top: urban (not “urbane” – which means “sophisticated as in cities”). (Maybe rewrite sentence: “Compared to urban medical institutions, grassroots health service units have poor work conditions and fewer promotion opportunities”)

Page 9, line 7 from top: Delete “In this research …”?

Page 9, line 7 from top: job satisfaction (not “satisfactions”)

Page 9, line 17-16 from bottom: “than”, not “as compared with”

Page 9, line 15 from bottom: delete “Of note, the”

Page 9, line 14 from bottom: “middle aged, …“

Page 9, line 13 from bottom: The following sentence may need re-writing, I don’t understand which point the authors wish to make: “However, these populations are in their prime time and care more about their work environment and professional development”.

Page 9, line 12 from bottom: Perhaps delete words “mostly the” (in “They are
mostly the main force of THCs”

Page 9, line 9 from bottom: “well-tailored” (not “well-tailed”)

Page 9, line 6 from bottom: “consists of 10 items”

Page 9, bottom line: Reshuffle words: “The response rate in our study (81,2 %) …” (But wasn’t it 90,5 %? (Abstract, line 8))

**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