Reviewer's report

Title: Exploring the Impact of Mentoring Functions on Job Satisfaction and Organizational Commitment of New Staff Nurses

Version: 1 Date: 17 March 2010

Reviewer: Rainer Ludtke

Reviewer's report:

First of all, it should be noted that the overall response rate of 99.3% in this study was extremely high and that its results from this point of view must be considered as extremely valid.

As to the statistical procedures applied:

Harman’s single-factor test is probably the most widely known method to detect CMV in a single-method survey. Although simple and straightforward it has limitations, e.g. it is known to have small power to detect moderate or small CMV effects (Podsakoff 2003). As other procedures often struggle with similar problems I agree with the authors that Harman’s single-factor test is adequate and sufficient to test for CMV.

Moreover, I agree with the authors that CFA showed satisfactory results to prove that the postulated constructs hold.

With respect to the multiple regression analysis I have some remarks:

1. I was not able to locate how the response variable “Work satisfaction” was defined. Is it the same as “Job satisfaction”?

2. I did not fully understand why two concurring models were analysed. One with and one without “Role modeling” as a factor. Please explain! Moreover, why were the factors “career development” and “psychosocial support” not part of the model?

3. From my point of view there is at least one factor missing which definitively should have been included into the model: the hospital where the data was taken. I suggest to include it as a random factor into the model.

4. All parameter estimates should be accompanied with a standard error or a confidence interval

Level of interest: An article whose findings are important to those with closely related research interests

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