Author's response to reviews

Title: The relationship between job satisfaction, burnout and turnover intention among specialist physicians from urban state-owned medical institutions in Hubei, China: a cross-sectional study

Authors:

Yimin Zhang (zym_03730@sina.com)
Xueshan Feng (xsfeng@fudan.edu.cn)

Version: 2 Date: 28 January 2011

Author's response to reviews:

This manuscript has been copy-edited for English language through a professional copyediting service provided by the Edanz Editing Worldwide. These changes in the revised version of the manuscript mainly include: first, some irregular punctuations, capitalizations and lower cases, and inappropriate tenses have been corrected (i.e., This study was (had been) approved by the ethics committee of the School of Public Health (school of public health), Fudan University); second, some rather long sentences that were a little difficult to follow have been adjusted or broken into two or more (i.e., There is a greater tendency for physicians to leave their practices owing to problems with aspects of their work or status since previous barriers on the free movement of workers have gradually been reduced. //However, it seems to be difficult for physicians to make decisions under the uncertain market conditions created by this system reform, because there is no assurance regarding their future prospects if they leave their present departments); third, many new articles, punctuations and conjunctions have been used properly to make some sentences smoother and more understandable (i.e., Accompanied by an improvement in the social security system and reform of labor and employment mechanisms in China.....; Especially in the case of physicians, who require a very long education and training period, high turnover rates can result in enormous transition costs and the loss of patient confidence, which are extremely serious problems for hospitals; Based on the two aspects, it is considered more meaningful to discuss turnover intention rather than actual turnover behavior. Thus, turnover intention, not behavior, is the theme of the present study.); fourth, “specialist” in the full text has been deleted in order to keep accordance with international options (i.e., The relationship between job satisfaction, burnout, and turnover intention among (specialist) physicians from urban state-owned medical institutions in Hubei, China: a cross-sectional study). Moreover, some revisions have also been made in these two parts of results and conclusions in the Abstract (i.e., As congregated latent concepts, job satisfaction had both significant direct effects (gamma21=–0.32) and indirect effects (gamma11×beta21=–0.13) through occupational burnout (62% explained) as a mediator on turnover intention (47% explained); This suggests that enhancements in job satisfaction can be expected
to reduce physicians’ intentions to quit by the intermediary role of burnout as well as the direct path).