Author’s response to reviews

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

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Author’s response to reviews:

Thanks for the friendly suggestions and comments provided by three reviewers. These changes in the revised version of this manuscript mainly include:

1. The deletions and modifications on the CPJSQ instrument have been clarified in the section of Measuring instruments.

2. The changes about the Likert scale points of the CMBI have been explained in the section of Measuring instruments.

3. The construct validity of the CPJSQ, CMBI, and turnover intention questionnaire has been verified by the combination of EFA and CFA on two different samples in the section of Measuring instruments.

4. The differences between the new medical reform and the old one have been clarified in the section of discussion.

5. More information has been given about the total number of physicians in the study population as well as determination of the sample size in the section of Participants and sampling.

6. Three sampling stages and their specific applications have been clarified in the section of Participants and sampling.

7. The reason why the questionnaires with more than three missing values among all items and responses showing undulating curve or over-centralized were accepted invalid, has been explained in the section of Data collection.

8. The discussions-“attributed to the new medical reform” on the moderate degree of turnover intention of the physicians which was slightly lower than our expectations, has been replaced by “we tentatively put forward that this may be related to the new medical reform”.

9. The term “grade” of state-owned medical institutions has been clarified in the section of Participants and sampling.

10. The sociodemographic characteristics of study group have been presented in Table 1 in the section of Result.

11. The low levels of education that some respondents received and medical
assistants that some doctors hold have been explained by the Chinese reality in
the section of Sociodemographic characteristics of study group.
12. Getting a 95% response rate has also been explained by the two reasons in
the section of Data collection.
13. More demographic variables as gender, years and years of service have been
analyzed and discussed in the section of Result and Discussion.
14. Most of the text about methodology on page 9, have been diverted to the
methodology section.
15. The numerical variables in ANOVA and Pearson correlation coefficients are
continuous through averaging corresponding items weighted by the factor
loadings of CFA models and also meet the normal distribution via hypothesis
testing.
16. The observation method on “a group of respondents complained about
salaries” has been clarified in the section of Discussion.
17. The Pearson coefficient title in Table 2 has been diverted to column three.
18. The results in Table 1 have been further discussed.
19. Figure 1 has also been further explained.
20. Language of the article has been further improved by an English teacher.