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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1#It had been reflected in the abstract that such measurement tools as job satisfaction and occupational burnout were obtained by modifying the CPJSQ and CMBI, respectively. Meanwhile, our second study limitation had also stated that these two instruments we used were non-standard.

2#Another limitation had also been added that these tests of association about ANOVA, Univariate analysis and SEM were potentially underpowered as the sample size calculation was based on an estimate of a population mean.

3#The mentioned CPJSQ should actually be from the 33rd reference, and the added 34th reference was about "a subsequent large-scale research" in page 5. I am very sorry that the former document label here was misplaced.

4#More clarification about data additions (#, #, #) and some representation of data meanings (#, #, SMC) had been made in Figure 1.