Reviewer's report

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

Version: 3 Date: 27 July 2011

Reviewer: Jean-Karl Soler

Reviewer's report:

Dear Sir,

thank you for asking me to review the article on "the relationship between job satisfaction, burnout, turnover intention amongst ... in Hubei, China."

Most of the major and minor revisions have been performed. I feel that this paper is now suitable for publication.

However, I would make some recommendations at this stage to improve the paper, based on the new information you have added:

1. You have explained how the CPJSQ and MBI instruments were modified, and justified it. However, in your study limitations you should mention that you used a non-standard instrument, and this should also be reflected in your abstract.

2. The sample size calculation was based on an estimate of a population mean. Thus, all etsts of association were potentially underpowered, and this should be added as a limitation.

3. The CPJSQ needs a reference/references whenever mentioned.

4. Figure 1 is still not clear, and would benefit from clarification in a legend. This is a discretionary revision, but would add a lot to the paper.

Regards
Jean K

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'