Reviewer’s report

**Title:** Perceptions and factors influencing job satisfaction of health workers working on HIV/AIDS in Vietnam: a qualitative study

**Version:** 2  **Date:** 5 September 2012

**Reviewer:** Nam Nguyen

**Reviewer’s report:**

This is very well-written article. The research topic is important. This research study is among the first studies exploring job satisfactions among health workers in the field of HIV in Vietnam. The findings have important implications for advocacy to improve HIV-related services by paying more attention to job satisfaction of health workers. I have some comments:

**Major Compulsory Revisions**

1-There is a repetition in the research question and purpose statement (page 5):

“This study addresses two research questions: (1) how do health workers perceive their work on HIV/AIDS in Vietnam and (2) What factors influence their job satisfaction? We hence aimed to explore the perceptions and identify the factors that influence the job satisfaction or dissatisfaction of health workers working on HIV/AIDS in Vietnam”

I also suggest the authors to rephrase the aim(s) to avoid repetition and move the aim(s) before research questions. Normally, the goal or aim/purpose is broad and should be presented before the research questions or objectives.

I am not sure why authors put the description of “several theories on job satisfaction” right after the research question and purpose. I suggest that the authors move this description before the research question and purpose. The authors should also make it clear if the authors applied these theories in the study?

2-The overall study design (page 5) should include short description of data collection methods and data analysis.

**Minor Essential Revisions**

3-Background (Page 4): As the numbers in this statement are so rounded up, please check the source: “The need for care and treatment is high, but only 36,000 (54%) of infected adults and 2000 children received antiretroviral therapy [2]”.

4-Data collection: From this statement “Each interview lasted one hour and used the same set of questions as the discussion groups”, I guess that there were two separate guidelines for FGD and IDI. If so, please clarify as the guidelines for IDI and FGD should be designed differently (though those guidelines consist of the
same set of questions).

5-In the conclusion, authors stated that factors influencing job satisfaction of health workers were included in theories and models of job satisfaction and factors specific to the HIV/AIDS such as fear of infection and stigma. Authors should specify any results/factor(s) specific for Vietnam. For example: very low salaries make health workers to seek for additional income: practicing in a private clinic, but for health workers in the field of HIV, this is difficult due to “the poverty of the patients; stigma and work overload” (this may be true in other countries)

Level of interest: An article of outstanding merit and interest in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:
I declare that I have no competing interests