Reviewer's report

Title: Organization Specific Predictors of Job Satisfaction: Findings From a Canadian Multi-Site Quality of Work Life Cross-Sectional Survey

Authors:

Paul Krueger (kruegerp@mcmaster.ca)
Kevin Brazil (brazilk@mcmaster.ca)
Lynne Lohfeld (lofeld@mcmaster.ca)
H. Gayle Edward (edwarg@mcmaster.ca)
David Lewis (dlewis@stjosham.on.ca)
Erin Tjam (eytjam@stmaryshosp.on.ca)

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Reviewer: Dr C. Gail Hepburn

Level of interest: A paper whose findings are important to those with closely related research interests

Advice on publication: Other (see below)

The authors have addressed many of my questions. However, I still have concerns about sample size and believe that calculating scale reliability is necessary before statistical analysis. I believe that both the authors and myself have provided sufficient dialogue on these topics. At this point, I suggest we leave these questions in the hands of the editor.

Response to number of variables in the analysis

The authors argue for the merits of logistic regression. I can only agree that such multivariate analyses provide valuable information. However, I remain unconvinced by their arguments supporting their choice of analysis. My concern lies with sample size in several of the sites. Arguments about consistency with the literature and having management and staff at the sites judge the findings credible do not address the question of appropriate sample size. Similarly, neither does showing consistency between two analyses that both suffer from problems with sample size. Despite the rho-squares, please look to my comments regarding overfitting and confidence intervals.

Psychometric properties.

Thank you for clarifying how the scale scores were calculated. I am concerned that you will not calculate internal reliability (alpha) until later in 2002. Reliability of scales should be established prior to analysis for your results to have meaning.

Response to implementation of questionnaire affecting response rate

Perhaps you simply could acknowledge that different implementation may have affected response rates.

Competing interests:
None declared.