Reviewer's report

Title: Should I stay or should I go? Team climate and propensity to leave among hospital employees

Version: 1 Date: 14 February 2007

Reviewer: Afzal M. Rahim

Reviewer's report:

1. What is the value-added contribution of the study? There are numerous studies on the propensity to leave a job in psychology, management, and health care administration, so what is the contribution of the present study? The study has two strengths--large sample and baseline and follow-up surveys.
(A) The Team Climate Inventory had four factors which should be entered in the regression analysis as four independent variables. Why did you use the short form which had 14 items? You need to compute a factor analysis on the items of TCI to test the dimensionality of the instrument. This will help you to construct subscales for the measure.
(B) Single-item measures, such as propensity to leave a job is generally unreliable. Do you have any evidence of the psychometric properties of this scale?
(C) Data should be aggregated at the team level before computing correlations and regression analysis.
(D) You need to keep the continuous measures of team and propensity to leave a job. You are throwing away data by converting continuous scales to categorical scales!
(E) Compute Pearson correlations for all variables and report it in a Table with covariates and independent variables from Time 1 and propensity to leave a job in Time 2.
(F) There is no need for logistic regression analysis. You should compute a Hierarchical Regression Analysis with age, sex, tenure, occupation, GHQ as covariates, i.e. enter them in Step 1. In Step 2, enter the dimensions of CTI.

2. You need to conduct a literature search in PsycINFO through EBSCO HOST and update and extend the literature review.

3. You may like to develop a model and test it with LISREL 8. In this case there is no need for regression analysis.

What next?: Unable to decide on acceptance or rejection until the authors have responded to the major compulsory revisions

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' below.