Reviewer's report

Title: Team climate, intention to leave and turnover among hospital employees: prospective cohort study

Version: 2 Date: 1 May 2007

Reviewer: patricia W stone

Reviewer's report:

General
A much improved manuscript.

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Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached)
The difference between the cohorts is not clear. Are these groups mutually exclusive?
In the correlation matrix type of employment contract seems to be a categorical variable?

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Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct)
Two typos on page 4, in the paragraph entitled Study Population (a period instead of a comma in 10,430 and “a” not capitalized at the beginning of a sentence).
The phrase, A recent literature…does not make sense.

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Discretionary Revisions (which the author can choose to ignore)

A figure outlining the respondents and the two cohorts would be helpful (not mandatory), but clarification is needed.

I would change the variable “sex” to “gender” throughout the manuscript.

What next?: Accept after minor essential revisions

Level of interest: An article of importance 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