Reviewer's report

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

Version: 2 Date: 22 August 2007

Reviewer: Bonnie Sibbald

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Thank you for asking me to comment again on this manuscript. Personally I am satisfied with the authors’ responses to referee comments and do not think that further revisions are needed in line with the comments made by Referee 3. My reasons are as follows:

1a. The investigators use the short form version of the TCI. This has been previously validated for use as a single scale and the investigators show it has good internal reliability in their study. I therefore disagreed that the questionnaire responses need to be factor analysed.

1b. The investigators now provide satisfactory evidence of the validity of their single item measure.

1c. The investigators analyse data at both the individual and team level as appropriate to their study. It does not make sense to me that only aggregate data should be reported.

1d. The principal outcome - actually quitting - is a dichotomous variable. Referee 3 argues that other variables (i.e. intention to quite) should not be dichotomised as there is loss of information. Strictly speaking this is true. However, only two categories have been collapsed and this is appropriate in my view as both deal with intentions to leave the current employer.

1e. Referee 3 seems to be advocating the investigators undertake structural equation modelling. While I can see why he makes this suggestion, the approach actually adopted by the investigators provides the requisite information (i.e. whether intention to quite mediates/moderates the effect of team climate on actual quits).

1f. Hierarchical regression is unnecessary as the principal outcomes
(intention to quit and actually quitting) are both dichotomous. (See also my response to 1c.)