Reviewer's report

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

**Version:** 2  **Date:** 27 June 2007

**Reviewer:** Afzal M. Rahim

**Reviewer's report:**

General
The authors generally ignored my recommendation to reanalyze the data which would involve factor analyses on questionnaire data and running hierarchical regression analyses.

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**Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached)**

Please follow my recommendation 1(A through F) to reanalyze the data. You need to report Cronbach alpha reliabilities of the dependent and independent variables.

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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)**

You need to report mean, SD, and reliability coefficients in Table 3.

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**Discretionary Revisions (which the author can choose to ignore)**

**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 in this study.