Reviewer’s report

Title: Evaluating the organisational climate in Italian public healthcare institutions by means of a questionnaire

Version: 1 Date: 22 February 2007

Reviewer: Vahe Kazandjian

Reviewer’s report:

General

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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)

This paper tackles an ongoing issue about organizational climate, effectiveness, as well as specific areas for maximum improvement. While the issue is ongoing, the repercussions are much more encapsulated within the local health care realities. Indeed, the authors conclude that “recognition is the primary motivating factor.” Such a seemingly expected finding would play a major role not only in quality improvement initiatives, but also with the global interest in pay-for-performance. Recognition of individuals, teams, units, services, or even hospitals is a deliberate strategy toward improving performance. Further, recognition will enhance job satisfaction and the quality of life within an organization.

The methods used by the authors are elegant and well established in research. Part of what makes this paper unique is its seamless incorporation of qualitative and quantitative methods.

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Discretionary Revisions (which the author can choose to ignore)

Figures 1 and 2 need labeling on the axes.
On page 9, include a short description of PCA and FA for readers who are not familiar with the terms and techniques.

What next?: Accept after discretionary 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.