Author's response to reviews

Title: The Relationship between Social Capital in Hospitals and Physician Job Satisfaction

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Author's response to reviews: see over
Dear Editor,

Dear reviewer,

In the name of all authors, I would like to thank once again the reviewer for his constructive remark. We hope that we accurately considered the recommendation. We are available at any time for further inquiry or incorporation of additional changes of the manuscript.

Yours sincerely

Oliver Ommen

Comments Reviewer 2

- I think that they should add some more details and appropriate references in order to justify their choice to use a single item, measuring job satisfaction.

The following paragraph was inserted on page 8/9: "Following Scarpello and Campell [64], Wanous et al. [65] and Nagy [66] we decided to measure overall job satisfaction taking a single item approach. The most frequently argued advantages of single item measures in contrast to multi-item, multi-dimensional instruments measuring overall job satisfaction are the following: single item measures are much shorter and take up less space, are more cost-effective, may contain more face validity, appear to be correlated fairly with multi-item measures of overall satisfaction and may be better to measure changes in job satisfaction. Furthermore, the problem to operationalize job satisfaction – similar to patient satisfaction - is to integrate all factors influencing job satisfaction in one comprehensive instrument according to their individual weighting. In particular due to the lack of knowledge of the completeness of all potential influence factors and the lack of empirical and theoretical information about their individual weighting, a single item approach seems to be the more appropriate method. Highhouse and Becker [67] e.g. found that facets such as company loyalty, enjoyment of work, and job significance were not captured by a composite facet measure, but were considered in making a global judgment about job satisfaction. Therefore the used variable, "job satisfaction" [68], is based on a homonymous item worded as follows: "If you consider everything that matters in your job (e.g., kind of work, working conditions, colleagues, and working time), how satisfied are you with your job?" Subjective complaints were assessed with a seven-point Likert-type scale with smiley/sad faces above each point."

References: