Reviewer's report

Title: Capacity of Middle Management in Health Care Organizations for Working with People--A Case of Slovenian Hospitals

Version: 2 Date: 13 September 2012

Reviewer: Orvill Adams

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The study is relevant for most countries in transition and developing countries. Most studies in this area are qualitative. This study provides methods that can be replicated in other countries.

I suggest that the purpose of the study be changed slightly to make it more specific and clearer.

It is not clear if there was any follow-up to increase response rate. If not why not.

The discussion section could be strengthened with some information about the top down culture of decision-making. This make explain the lower interest of employees in the reform process, less knowledge about training opportunities and knowledge of the organization. A discussion about the bias towards males would provide important perspectives.

Future research on the impact of the managerial structure on decision making would be important in advancing the knowledge base for change in Slovenia hospitals.

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 have no conflicting interests