Reviewer's report

Title: What elements of the work environment are most responsible for health worker dissatisfaction in primary care rural clinics in Tanzania?

Version: 1 Date: 7 April 2014

Reviewer: Melkiory Masatu

Reviewer's report:

Major compulsory revisions
1. Adequate literature to elucidate the determinants of dissatisfaction from previous studies need to be given in the background section
2. Strong justification for the study need to be given
3. Data analysis section is mixed up with variables measured during data collection, such as Health workers' demographics and health facility resources. These should be placed under data collection

Minor essential revisions
1. The word healthcare on the last line under background and last line of paragraph 3 of the discussion is redundant. It should be deleted
2. The 11th word, line 3, para 1 of discussion is mispelt. It should read THAN

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 any competing interest