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: 8 May 2014

Reviewer: Sandra Cole

Reviewer's report:

The research question, what are the satisfiers of dispensary workers in a rural area, is not new or novel, but is well-defined in the abstract and the article. This question is important because when workers are satisfied with their jobs they are more likely to remain with their current employer. In this case, retaining workers in busy clinics in rural Tanzania is to the benefit of the population. The problem is well supported in the literature.

The methods are explained sufficiently so that the research could be replicated. The problem was defined. Inclusion criteria for the clinics that were selected and for the participants were explained, IRB approval for the research was sought and obtained, and consents were signed prior to personal interviews. The authors used a modified survey tool previously used in similar research in 30 countries worldwide which lends credibility to the instrument. Data was gathered by data collectors who had been trained in ethical data collection and conduction of interviews. The response rate of 70% of eligible participants was an excellent response rate. Demographic information was gathered on the participants and the data was analyzed using Cattell's Scree Test/Factor Analysis. The manuscript adheres to acceptable reporting standards. The article postulated some reasons for workers satisfaction and dissatisfaction, and limitations to the research were described.

The results accurately reported the areas of dissatisfaction of the participants and were reported in the results and discussion. The title reflects the findings of the authors. The writing is acceptable. Tables 1-4 enhanced and supported the findings.

I noticed a type-o on page 10 where then is used instead of than.

It is my opinion that this article would be of interest to readers who are concerned with the factors of job satisfaction of rural healthcare workers and requires little revision.