Reviewer's report

Title: Assessment of Human Resources Management Practices, Challenges and Strategies in Lebanese Hospitals: The Perspective of Human Resources Managers

Version: 1 Date: 21 July 2009

Reviewer: Raeda AbuAlrub

Reviewer's report:

The topic is of great importance. The title reflects well the data and results. The abstract is structured and provided sufficient information about the article.
The background is informative and highlighted appropriately the significance of the study. The objective of the study is new and significant.
The methods including design and sample are well described and provided sufficient data for replication. The manuscript is organized and data is well reported.

Minor revisions
1. On page 4 last paragraph which indicates: "According to evidence in the literature, effective HR management practices………….." Please provide references for such evidence.
2. The first 2 paragraph in the results' section on page 8 need to be moved to the Method section.
3. In the result section Please consider showing "enabling factors" as a title because it was indicated as a clear part of the main objectives of the study. And try to highlight it more in the discussion section.
4. on page 12: second paragraph: the sentence that said "the low response on this question may…. The phrase "The low percentage" might be more appropriate than the "low response".
5. The writing style flows well and easy to comprehend. There are minor things that need to be taken care of: Page 8: second paragraph: " A total of 72 hospital expressed their willingness to participate …" Please add " to"

On page 13: "communicate specialties needed to universities and schools" should be communicating specialties….."

On page 15: "managerial support was has been cited…" please delete "was".
On page 18 HRM as indicated stand for "Human resource management". However, it was used in the text a couple of times as "Human Resource Managers" such as on page 3, and 5. Please correct.

Level of interest: An article of outstanding merit and interest 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