Reviewer's report

**Title:** Motivation and job satisfaction among medical and nursing staff in a Cyprus public general hospital

**Version:** 1  **Date:** 15 April 2010

**Reviewer:** Georgios Labiris

**Reviewer's report:**

This paper is well-written and interesting. It makes use of an instrument previously developed and validated by the same research team. The results are well-presented, and sufficiently discussed. Overall this study can be accepted for publication in Human Resources for Health, after the following revisions are made:

**Minor Essential Revisions**

- I am a bit confused as to the exact objective of this study. Was it to “measure” factors that motivate healthcare professionals in a Cyprus hospital, and subsequently to determine the extent to which these factors are dependent on demographic or other variables? Clarification is required.

- The authors state that “The purpose of this study was to determine the motivational drive of socio-demographic and job related factors in terms of improving performance of doctors and nurses in the Nicosia General Hospital”. However, this target is under-addressed in the Discussion.

- In the Discussion the authors link the motivational factors to motivational theories in the literature, and this indeed provides a better understanding of each particular factor. However the validity of these factors has been previously demonstrated and discussed. In the present study, focus must be placed on the significance of the results on specific human resource management issues and how these may be applied to the particular research setting, i.e. a large public general hospital in Cyprus.

- Since the instrument used here appears to have been used in at least two previous studies in Greece, a “head-to-head” comparison of those results, with the ones reported here is required.

- Comparisons with results of similar studies in other countries, using different instruments, should also be included in the “Discussion”.

- At the last paragraph before the Conclusion, the authors refer to the importance of similar studies on the quality of services provided. This (alleged) association between motivation and quality needs to be expanded.

**Level of interest:** An article whose findings are important to those with closely related research interests
Quality of written English: Acceptable

Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:

I declare that I have no competing interests