Reviewer’s report

Title: Job Satisfaction and Motivation of Health Workers in Different Settings in India

Version: 1 Date: 4 February 2010

Reviewer: Shiv Dutt Gupta

Reviewer’s report:

Most Compulsory Revisions

None

Minor Essential Revisions Objectives

Objectives

The objectives of the study are though implicit and understood, but not explicitly described.

Methodology

1. What were the criteria for calculating sample size?
2. Purpose of stratifying districts on the basis of socioeconomic status is not clear. Is it associated with job satisfaction and or motivation? Performance of the districts would have been more appropriate as it is likely to be associated with job satisfaction and motivation levels.

Discretionary Revisions

Methodology

1. What approach was taken to ensure quality and reliability of data collection? This is an important issue as more than one organization was involved in the study. The authors mention about use of a common protocol, but whether the data collection personnel were given training to use the protocols.

2. It is not clear whether the doctors and health workers who abstained on the day of survey (abstention from duty station is quite frequent in UP particularly), were included/excluded. If they are not included, the possibility of selection bias cannot be ruled out. It is quite possible that those who were motivated or had satisfaction with their jobs were present and completed the survey.

3. It is important to address the question that who (doctors) decide to go to the private sector. May be those who went to private sector, had such perception of the public sector priory.

Analysis
1. A separate analysis of general medical doctors and specialist doctors, and doctors and nurses may be attempted, particularly in the public sector. The attributes of satisfaction and motivation in these categories may differ in their rankings of importance. Further, the nurses in district hospitals and primary health centres (Auxiliary Nurse Midwife) may have different perceptions (our own unpublished have shown).

2. In the methodology section, the authors have mentioned about logistic regression but the analysis of the same is not presented.

3. Duration in job also influences the satisfaction. The authors may like to check it.

**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 declare that I have no competing interests