Reviewer's report

**Title:** Human resources management interventions to improve health workers' performance in Low and Middle Income countries: a realist review

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This is a useful article for human resources development and needs little revision in my view, though it is a basis for further work rather than providing a conclusive way forward. Two things would improve it in my view, though I do not feel that they are essential additions. One is to compare the findinggs with the systematic review of performance improvement strategies in the UK, carried out by the Cochrane centre. Though the settings are different, the findings are almost exactly the same (the review is now old, but was excellent and insightful). This leads to a consideration of why they would be so similar in such different settings, and so leads to a consideration of learning styles - ways to improve performance - and also of human behaviour and reluctance to change. These might have been more useful as a theoretical approach in which to frame these findings. (Rather than expectancy theory). However, I do not think these additions are essential - though in my view they would add to the rigor of the paper.

**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.