Reviewer's report

Title: Organizational readiness for implementing change: a psychometric assessment of a new measure

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Reviewer: Donna Shelley

Reviewer's report:

This article makes a significant contribution to the implementation science literature. Researchers have proposed a number of conceptual models that hypothesize determinants of implementation effectiveness, however a lack of validated tools to measure these factors has hindered progress in this field. Additionally, although there are tools that measure organizational readiness, as the authors point out, these are too long to be of practical value in the field. This article brings the field a step closer to having a validated, brief measure of organizational readiness.

The paper is very well written and the methods are well described and in sufficient detail. However, the complex methods may be challenging for readers without a statistical background. Some clarification in specific sections would be helpful and I list them below.

Discretionary Revisions

1-I would strongly recommend including a figure that illustrates the hypothesized relationships between change valence, commitment, efficacy, knowledge and situational factors. I think this will be helpful as a reference as one reads through the results sections.

2-In study 1 in the analysis section there are three conditions that determine if the item is adequate. There is a reference for the proposed analysis however it is unclear how conditions #2 and 3 were derived. What is the basis for these cutoffs?

3-In study 2, as in study 1, lay, mostly young adults with no experience in health care were recruited to analyze the vignettes. There was no reference for this approach so it is assumed that the single reference supporting study 1’s rationale for recruiting a sample of participants with no expertise applies to study 2. However, in the assessment of the vignettes it seems that it would be more appropriate to recruit participants who more closely represented hospital employees. Additional support for this approach would be helpful or at least reiterating that the same rationale for study 1 recruitment applies.

4- On page 12 in the analysis section of study 2 there is a reference to the use of “oblique rotation”. The authors explain why they use this strategy but not what it is. For readers who do not have expertise in these methods it would be helpful, if possible, to have at least a sentence explaining this approach.
Level of interest: An article of outstanding merit and interest in its field

Quality of written English: Acceptable

Statistical review: Yes, but I do not feel adequately qualified to assess the statistics.

Declaration of competing interests:
I declare that I have no competing interests