Reviewer’s report

Title: Relationship between actual and desired workplace characteristics and job satisfaction for community health workers in China: A cross-sectional study

Version: 4 Date: 12 September 2014

Reviewer: Chengchao Zhou

Reviewer’s report:

Please polish English writing through the whole article. For the improvement, one major concern and several minor issues of this study are addressed and needed to be clarified.

Major concern:
There are two levels of institutions of community health service system in China, one is community health center (CHCs), and the other is community health service station (sub-center). From the method part, we can see that the authors only select CHCs as the sampling institutions. A question is the representativeness of the sampling health workers only from the CHCs for the community health workers. Please clarify.

Minor issues:

Abstracts:
1. In conclusion part, I think “reduce gap” is more appropriate than “close gap”.

Introduction:
2. In line 62, please add a blank between “1980sand”.
3. In line 66, replace the “to” with “with”.
4. In line 67, please use the plural form of “physician”.
5. Please just use the abbreviation of CHCs in line 72.
6. In line 92, please use plural form of the “research”.
7. In line 95, please use lower case form of the first letter of the word “community”.
8. In line 99, please replace “was” with “were”.

Methods:
9. In line 117, please add a blank between 3 and sections.
10. In line 143, please add a blank between 44 and workplace.
11. In line 153, delete the word “including”.

Results:
12. In line 169, please use lower case form of the first letter of the word “college”.
13. In line 176, please add a blank between 35 and items.

Discussion:
14. The results showed that there was a gap between desired and actual workplace characteristics, what cause it? Please give reasonable explanations.

Conclusion:
15. In line 325, please delete the word “reported”.

References:
15. Please format references based on guide to authors.

Tables:
16. Presenting the Table 1 as an appendix is more appropriate.
17. In table 2, “years worked” means “working in the CHC” or working in any kind of health institutions? Please clarify.
18. Please format the table 3, table 5 and table 6 when they are presented in two pages.

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

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

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