Reviewer’s report

Title: Job satisfaction, work stress, and turnover intentions among rural health workers: a cross-sectional study in 11 western provinces of China

Version: 0 Date: 21 Dec 2017

Reviewer: Joseph Cazier

Reviewer’s report:

Thank you for submitting this research and letting me have a chance to review it. Having visited this part of China a few years ago I was very impressed with your descriptions of some of the behind the scenes factors that may be influencing some of the behavior in terms of retention. I found the study to be well thought out, of significant scale and to add value to the literature by bringing to light some of the unique dimensions of nurse retention that are in some ways similar and some different to the rest of the world.

Of course moving beyond intentions to actual turnover behavior would be ideal, but given the nature of this research it makes sense to focus on this variable. Additionally I would like to see a little more focus on the practical implications and importance of the problem enumerated more clearly. Much of it is there, but could benefit from some restructuring and additional emphasis for clarity and readability.

Best,

Joseph

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