Reviewer’s report

Title: Associations between Occupational Stress, Burnout and Well-being among Manufacturing Workers: Mediating Roles of Psychological capital and Self-esteem

Version: 1 Date: 04 Jul 2017

Reviewer: Damiano Girardi

Reviewer’s report:

In my opinion, the authors made several reasonable modifications to the manuscript. However, I believe that some issues still need to be satisfactorily addressed (please see Response #5). Detailed comments are reported below.

Response #3. Please report in the text that mean substitution was adopted.

Response #4. Please report in the text that four different models were estimated, one for flourishing and one for each dimension of burnout.

Response #5. In my opinion, the notation used by the authors in this revised section (lines 264-266; see also the caption of table 4) is not clear. Indeed, usually c' reflects the partial effect of the independent variable on the dependent variable, controlling for the effect of mediators, whereas a*b reflects the indirect effect of the independent variable on the dependent variable through the mediator (see for example MacKinnon, Fritz, Williams, & Lockwood, 2007, doi:10.3758/BF03193007). Accordingly, I believe that the "Mediating effects of PsyCap and self-esteem" section (which is particularly relevant) is quite difficult to follow. The same also applies to Table 3 and 4. Moreover, it is not clear to me whether the authors used standardized or unstandardized data for bootstrap procedures, since I could not find a response to my previous comment. Indeed, I noticed different values for confidence intervals in Table 4, but the authors also stated in the manuscript that "All study variables were standardized before the regression analyses to account for differences in all scale scores" (lines 226-227).

Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

Yes

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.
Yes

Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?
If an additional statistical review is recommended, please specify what aspects require further assessment in your comments to the editors.

I am able to assess the statistics

Quality of written English
Please indicate the quality of language in the manuscript:

Acceptable

Declaration of competing interests
Please complete a declaration of competing interests, considering the following questions:

1. Have you in the past five years received reimbursements, fees, funding, or salary from an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

2. Do you hold any stocks or shares in an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

3. Do you hold or are you currently applying for any patents relating to the content of the manuscript?

4. Have you received reimbursements, fees, funding, or salary from an organization that holds or has applied for patents relating to the content of the manuscript?

5. Do you have any other financial competing interests?

6. Do you have any non-financial competing interests in relation to this paper?

If you can answer no to all of the above, write 'I declare that I have no competing interests' below. If your reply is yes to any, please give details below.

I declare that I have no competing interests

I agree to the open peer review policy of the journal. I understand that my name will be included on my report to the authors and, if the manuscript is accepted for publication, my named report including any attachments I upload will be posted on the website along with the authors' responses. I agree for my report to be made available under an Open Access Creative Commons CC-BY license (http://creativecommons.org/licenses/by/4.0/). I understand that any comments which I do not wish to be included in my named report can be included as confidential comments to the editors, which will not be published.
I agree to the open peer review policy of the journal