Reviewer's report

Title: Interactional justice at work is related to sickness absence: a study using repeated measures in the Swedish working population

Version: 0 Date: 07 Aug 2017

Reviewer: Petri Böckerman

Reviewer's report:

Comments

1. The empirical context of the study should be better motivated in the introduction.

2. The response rate to the longitudinal survey that is used in the analyses varies from 53% to 57%, depending on the wave (page 5). If those who work in worst working conditions are more likely not to respond to the survey questions, the estimates may be biased, at least to some degree.

3. Do the data contain (survey) weights or not? Why they have not been used in the estimations?

4. SES is measured using dichotomous variable (manual/non-manual). Do the data contain more detailed information on SES?

5. Employees are not randomly assigned into workplaces. Failure to account for sorting of employees will bias estimated effects. The size of the bias is not known. This problem can be addressed using information on employees' wage and work histories (Bockerman et al. 2012). This issue should be noted in the revised version.

6. The estimates may suffer from the omitted-variable bias (see also point 5 above). For example, personality traits are most likely correlated with all measures that are used in the analyses. This limitation should be fully acknowledged in the revised version.

7. The paper does not consider the potential heterogeneity in the estimated effects. The relationships can differ significantly e.g. by gender, because women might be more sensitive to the lack of justice in the organization.
8. The concluding section should discuss more about the practical policy lessons that can be drawn from the estimation results.

Reference


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
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